NOVEMBER, 1961

THE AIR LINE PILOT

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THE AIR LINE PILOT

NOVEMBER 1961
Vol. 30, No. 9

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UN WE BELIEVE

66

Sikorsky Aircraft Photo

The World's first twin-turbine helicopter air liner scheduled for passenger service, the Sikorsky S-61L, takes to the air on a demonstration flight over the New Haven, Conn., area. The 25 to 28 passenger turbocopter completed its FAA certification program in mid-September and then went into scheduled air line service in October, 1961, with Los Angeles Airways. Los Angeles and Chicago Helicopter Airways have each ordered four of the new aircraft.

Rates:	$10,000	$15,000	$20,000
Monthly Bank Draft	$ 6.00	$ 9.00	$ 12.00
Monthly	6.48	9.72	12.96
Quarterly	19.08	28.62	38.16
Semi-Annually	37.44	56.16	74.88
Annually	72.00	108.00	144.00

Why is this special insurance plan best for you?

This qualified insurance counselor writes:

Mr. Jack Millard, President,
American Guaranty Life Insurance Co.,
402 West 13th Street,
Austin, Texas

Dear Jack:

I have been intending for some time to write you to tell you of my appreciation for the Wholesale Renewable Term policy you have made available to air line pilots.

As you remember, I went over this policy thoroughly with you when I was chairman of the Insurance Committee for our Local Council, and I am still very happy that the policy is offered to the Braniff pilots. Other pilots in our group have investigated the policy and your Company to their complete satisfaction, too.

To me, one of the most desirable features is the fact that the policy can be carried to age 60 as long as the pilot passes his FAA physical exam, whether or not he continues in his present employment, and he has a full year to convert the policy if he fails to pass the physical exam. This fills a gap in our low-cost protection program which has been of concern to many of us.

I have enjoyed working with you on this and I hope that many more pilots join in this plan for the mutual benefit of all of us.

Cordially,

Clyde F. Haggard
Irving, Texas

Application for Insurance in

AMERICAN GUARANTY LIFE INSURANCE COMPANY
402 West 13th St., Austin 1, Texas

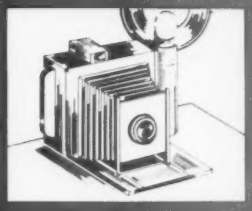
1. Full Name? ..... (Give first name in full)
2. Address? ..... (Street and Number) (City) (Zone) (State)
3. Date of Birth? ..... (Day) (Month) (Year) 4. Occupation? .....
5. (a) Who is to be your Beneficiary in case of your death? .....
   (b) Relationship? ..... (c) Do you reserve the right to change Beneficiary? Yes ☐ No ☐
6. (a) Plan: One Year Term Renewable at Option of Company (b) Amount of insurance applied for: $ .....
7. (a) Are you now in good health? ..... If not, give particulars .....
   (b) Have you had any illness or has a doctor attended you during the last five years? ..... If so, give particulars
   Date of illness ..... Nature and Duration .....

I hereby agree that all the foregoing statements and answers as written are true.

Dated at ..... this ..... day of ..... 19 .....

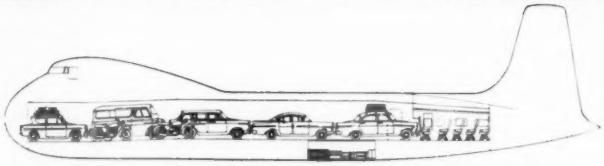
....
Witness (Must be other than Beneficiary) (Signature of Applicant)

THIS PROGRAM OFFERED EXCLUSIVELY TO AIR LINE PILOTS



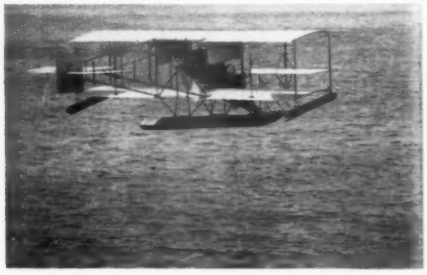
The ALPA Camera

Some Highlights and Sidelights of the News and ALPA in Pictures



CARVAIR, a modified DC-4, is now hauling passengers and autos between England and the Continent. The Carvair is 12 ft. longer than a DC-4 and the new nose added a drag penalty of 12 mph. Cruise speed is 200 mph at 12,500 with a payload. U.P.I. Photo

AN AA 707 skidded off the end of the Logan Airport, Boston, into Winthrop Bay while landing in a fog on Sept. 24. All passengers and crew members were rescued by yachtsmen. U.P.I. Photo



MARKING 50 YEARS of naval aviation was a flight made by a flying replica of the Navy's first aircraft—a Curtiss A-1. Navy used fabric contributed by Goodyear Tire which provided the fabric for the original craft.

AN NWA ELECTRA crashed on take-off from Chicago's O'Hare Airport killing all aboard, Sept. 17. The aircraft made an abrupt turn, went into a near vertical bank, and crashed when the wing tip struck a power line and railroad track near the airport. U.P.I. Photo

PRESIDENT KENNEDY signed Federal Aid to Airports Bill, Sept. 20. Bill authorizes expenditure of $225,000,000 over a three year period. (ALPA advocated $500,000,000 over a five year period.) In the group behind the President (l. to r.): Rep. Oren Harris, D-Ark.; Rep. William Springer, R-Ill.; Vice-President Johnson; Rep. John Jarman, D-Okla.; Rep. John Bennett, R-Mich.; Sen. Norris Cotton, R-N.H.; FAA Administrator N. Halaby; and Sen. George Smathers, D-Fla. Wide World Photo

THE ANSWERS TO THESE QUESTIONS *Are obtainable*

- Does ALPA Loss of License (Disability) Insurance pay for temporary as well as permanent disability?
- How does ALPA Loss of License (Disability) Insurance compare with others — cost wise?
- Is ALPA's Loss of License (Disability) Insurance Plan endorsed by ALPA?

. . . *Yes* . . .

Yes, these questions can be answered . . . Your local ALPA Insurance Chairman or your Headquarters Insurance Department can answer them . . . because they have the facts and they know how to interpret and apply those facts.

For your insurance planning, select an ALPA endorsed Plan. Then, contact your local ALPA Insurance Chairman or, for specific information, write your ALPA Insurance Department.

AIR LINE PILOTS ASSOCIATION
INSURANCE DEPARTMENT
55th ST. AND CICERO AVE.
CHICAGO -- 38 -- ILLINOIS

By JOHN P. O'BRIEN
Attorney, Air Line Pilots Association

MERGERS AND LEGAL RIGHTS OF PERSONNEL

The UAL-CAP merger poses questions about the Labor Protective Provisions and recommended procedures for processing claims.

FOLLOWING the Civil Aeronautic Board's order in the UAL-CAP Merger case, the Home Office received numerous inquiries concerning the Labor Protective Provisions, their scope and coverage. This article is designed, to review in brief, these provisions and to recommend procedures for processing any claims which appear to fall within the purview of the protection afforded.

The fundamental scope and purpose of the conditions which are set out in the Labor Protective Provisions, are to provide compensatory allowances to employees who may be affected by the merger. The protections afforded *are restricted to changes in employment which are solely to do with and resulting from the merger.* Changes in employment conditions brought about by factors which are not connected with the merger are not covered.

In addition to provisions relating to the merger of seniority lists, three basic areas of protection are provided: Loss of income, severence from employment, real estate losses, etc.

Loss of income

Section 4A specifically provides that no employee shall, as a result of the merger, be placed in a worse position with result to compensation than he occupied immediately prior to the date of the merger. This applies in those cases where an employee cannot, through the exercise of seniority after the merger, maintain the same level of income as he maintained before the merger.

This protection is referred to as a "Displacement Allowance." If and when an employee's income falls below his previous income level, he is considered "displaced" and is entitled to a "displacement allowance." The amount of this allowance is determined by dividing twelve into the total income received during the twelve month period before displacement. If compensation, on a monthly basis, following displacement is less than the average figure or amount arrived at during the twelve month "test period," the displaced employee is entitled to the difference. The difference is the "Displacement Allowance."

This coverage extends up to four years. Total time worked during the test period is also figured into the "Displacement Allowance." If the total time worked during a claim period exceeds the averaged time worked during the test period, an employee is entitled to the pay for the excess of hours worked.

Continued on page 29

_____
(Date)

Mr. D. R. Petty
Vice-President—Operations
United Air Lines, Inc.
Stapelton Field
Denver 7, Colorado

Dear Mr. Petty:

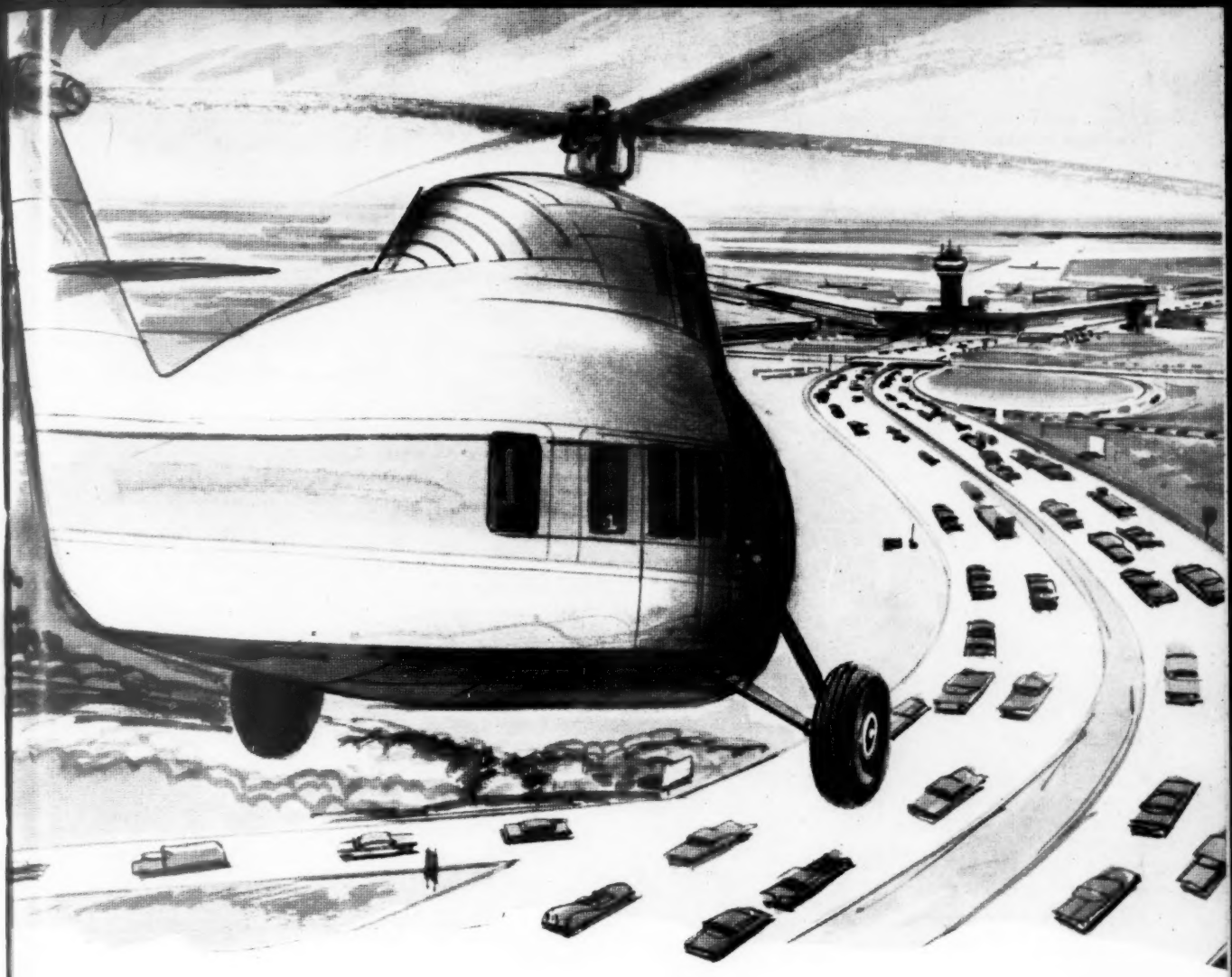
Pursuant to Order Serial No. E-16605 of the Civil Aeronautics Board in the matter of the merger of United Air Lines, Inc., and Capital Airlines, Inc., CAB Docket No. 11699 and particularly Section 4 thereof, the undersigned herewith submits his claim for displacement allowance for the month of _____, 196__, all as provided by said Order. The basis for this allowance arises by reason of the displacement of this pilot employee on _____, 196__, as a result of the merger, and his claim is as follows:

1. Average monthly earnings from June 1, 1960, to June 1, 1961. $_____
2. Total compensation received for the 12 month "test period" immediately proceeding displacement. $_____
3. Average monthly compensation received during "test period" (1 above divided by 12). $_____
4. Amount earned in _____, 196__. $_____
5. Item 2 minus item 3. $_____
6. Total pay time for _____, 196__. $_____
7. Average monthly pay time during "test period" _____ $_____
8. Item 5 minus item 6, if possible _____ $_____
9. Pay for excess hours (item 7), broken down into day and night hours, computed at the rate of pay for position occupied. $_____
10. Total displacement allowance due for _____, 196__ (Item 4 plus item 8). $_____

Respectfully submitted

_____

cc: Immediate Superior
H. O. Legal Department



TRAVEL SHORTCUT

By STANLEY HILLER, JR.
Chairman, Helicopter Council
Aerospace Industries Association

Stanley Hiller, Jr., is Chairman of the Aerospace Industries Association's Helicopter Council, and president of Hiller Aircraft Corp., a subsidiary of the Electric Autolite Co. Mr. Hiller was born in San Francisco, Calif., in 1924 and attended the University of California at Berkeley. He formed his firm in 1941 to develop rotary wing type aircraft. In 1951, Mr. Hiller was selected by the U. S. Junior Chamber of Commerce as one of America's ten outstanding young men. He also received the Fawcett award in 1944 for "major contribution to scientific advancement of aviation." He is a member of several societies and associations and serves on the Board of Governors of the Aerospace Industries Association.

THE rapid advance of aerospace technology sometimes creates a new batch of problems for the industry and at other times heightens an existing problem.

The question of how to move passengers most expeditiously to and from airport terminals has been with us for some time, but today the problem is more acute because of technological advances which brought into being the jet airliner.

A transcontinental journey, not too long ago an eight to twelve hour trip, now takes five hours or less. Shorter spans between major centers of population require only an hour or two in the air. The jet transports which make possible such rapid transit are marvelous products of the era of technology and certainly they have done a great deal to enhance the attractiveness of air travel. At the same time, however, they serve to emphasize the old problem of getting to the airport.

Air time and ground time

The amount of time spent in surface travel from point of origin to an air terminal has become a more significant part of the total travel time, and on some trips ground time actually exceeds air time.

In the not-too-distant future we will have supersonic airliners plying the airways, further increasing the disparity between surface and flight time. In addition, the trend toward moving new airports farther from cities continues,

adding an extra increment of time to the surface portion of a journey. The time spent in travel from origin to terminal and from terminal to final destination must be reduced if air travel is to realize its ultimate potential. It would be ridiculous indeed if a traveler were to spend more time getting to and from the airport than it takes to cross the country, but this will frequently be the case when the supersonic airliner becomes an operational reality.

Answer: rotary wing aircraft

We in the helicopter segment of the aerospace industry have long felt that the rotary-wing aircraft is the answer to this problem. We are aware of the amount of development needed in the helicopter field but we are also aware of the parallel development required by other modes of travel between airports and points of origin or final destination, a point frequently overlooked in any discussion of the problem.

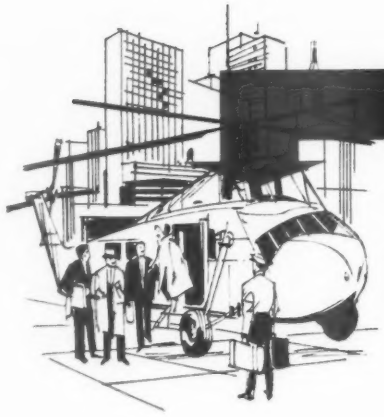
A report recently prepared for the Federal Aviation Agency supports our views and sheds new light on an old problem. The report, entitled "Airport Transportation—A Study of Transportation Means Between Airports and Metropolitan Areas They Serve," and prepared for FAA by Human Sciences Research, Inc., of Arlington, Va., takes a broad look at the situation and reaches this basic conclusion:

Of all the existing modes of transportation used by passengers between airports and metropolitan areas, the helicopter offers the greatest potential for reducing travel time.

Specifically, the report has this to say:

"The helicopter industry is the only one in the field which is actively and aggressively attempting to promote a new concept in airport transportation. Basically, helicopters offer a means of significantly reducing travel times through their avoidance of ground traffic congestion."

The report points out that the helicopter, as it exists and operates today, has certain limitations, a fact which both manufacturers and operators of rotary wing craft are ready to admit. Refreshingly, however, the report adds that the competing modes of travel have equal or greater limitations and that, in an expanding air travel market, the helicopter seems most capable of overcoming present limitations.



HELICOPTER GROWTH
(Chicago Helicopter Service)

	1957	1958	1959
Revenue Passengers	55,310	108,911	204,389
Revenue Passenger Miles	895,221	1,990,109	3,667,453

Illustrations courtesy Aerospace Industries Association

Surface transportation lags

As a starting point, the report considers the impact of airport transportation on air travel in general.

"There is good reason to believe," it states, "that the growing gap between the technology of air travel and that of airport transportation will have an impact on the popularity of air travel, especially in the short-haul market: on its economics; on the procurement and staffing plans of airlines; on requirements for air traffic control facilities; and on estimates of the number and training of personnel required to man them.

"Because the area had been studied relatively little, pertinent data that would support these conclusions are hard to find. However, strongly suggestive data may be drawn from several sources.

"For example, a 40 per cent decrease in passenger volume accompanied the shift of the Detroit Airport from six miles from the city to Willow Run, 31 miles away. Thereafter, traffic continued to increase with national averages, but never at the level that would have been predicted before the move."

The major attraction of air travel is speed. However, the passenger tends to think in over-all travel time—from the time he leaves his home or other point of origin until he arrives at final destination. Where the time spent getting to and from airports is excessive, other types of transportation become more competitive with air travel.

The report continues:

"The problems of airport transportation are aggravated by the increasing number of air travelers, increasing congestion on roads and highways, expanding suburbia, the advent of multi-airport cities, and the construction of new airports farther and farther from the city. All of these conditions point to a worsening of the situation, the effect of which is to militate against the prime advantage of air travel, namely speed, or time savings. The situation, even today, is such that, for short-haul trips,

Distance Between Airports (In Miles)	Flying Time (In Minutes)	Percentage of Total Trip Time for Ground Travel
0 — 250	53	51 — 65%
500 — 1,000	119	35 — 49%

the speed advantage of air travel is by no means clear-cut."

Ground time 22-65 per cent air time

As part of its survey, Human Sciences Research summarized the data of current air time and airport transportation time between the 50 pairs of cities most often traveled. It found that airport transportation time accounted for from 22 to 65 per cent of the total average travel time. The airport transportation figure was naturally largest in the short-haul bracket, on trips of less than 250 miles. Here, airport transportation time ran from 51 to 65 per cent of the over-all time. On long hauls of more than 1,000 miles, airport transportation time dropped to 22 per cent. In some short-haul cases, however, it was found that travel times between the city and air terminals exceeded air travel time.

As examples, the study cited three pairs of cities: New York-Washington, where average terminal-city transport time was 59 minutes and scheduled air time 55 minutes; Detroit-Chicago, a 53 minute flight with an average airport transportation time of 99 minutes; and Boston-New York, where terminal-city time averaged more than 150 minutes, compared with a scheduled flight time of 55 minutes. Helicoper service is available in New York and Chicago, but these services are still in their infancy. When used, the helicopter makes a significant reduction in airport transportation time, but in the three pairs of cities the number of passengers carried by helicopter was less than one per cent of the total. Hence, the average terminal-city times quoted are almost entirely for ground modes of transportation.

Although applications are pending in a great number of cities, only three metropolitan areas currently have certified helicopter service: New York, Chicago and Los Angeles. The other major modes of travel to and from airports are private automobiles, taxis, limousines and airport buses and public buses. Passenger-carrying rail facilities reach only one U. S. airport (Boston) and six in foreign countries, so rail connections can be discounted in a discussion of the competing modes of airport travel.

In the United States, the private automobile accounts for from 37 to 71 per cent of airport transportation, depending on the area. Taxis account for from 21 to 41 per cent and limousines from 18 to 38 per cent. Public bus services, part of the normal metropolitan transportation system, operate to approximately 80 per cent of the 50 airports covered in the study, yet they carry no more than four per cent of the airline passengers and in some cases none at all.

Vehicles—limited potential

In other words, airport transportation is currently dominated by vehicles which travel over roads. However, in solving the growing air transportation problem, these modes of travel have little potential. Hand in hand with increased travel to and from airports, there will be increased use of all highways and roads in the metropolitan area, increasing congestion and adding still more time to the airport transportation interval.

The report cites figures to show the growth of automobile usage and the implied increase in highway congestion. In 1945, automobile registrations in the United States totaled more than 31,000,000. There were, at the time, 313,000 miles of city streets and expressways. In the following 10 years, auto registrations more than doubled, to a total of more than 65,000,000. But the increase in metropolitan roadways was less than 20 per cent, and very little of the added mileage was expressway facility. Currently, auto registrations have topped the 70,000,000 mark—bumper to bumper they would stretch for 270,728 miles. Although the report mentions no current city roadway figure, it states that city street mileage has fallen farther behind the growth in number of users.

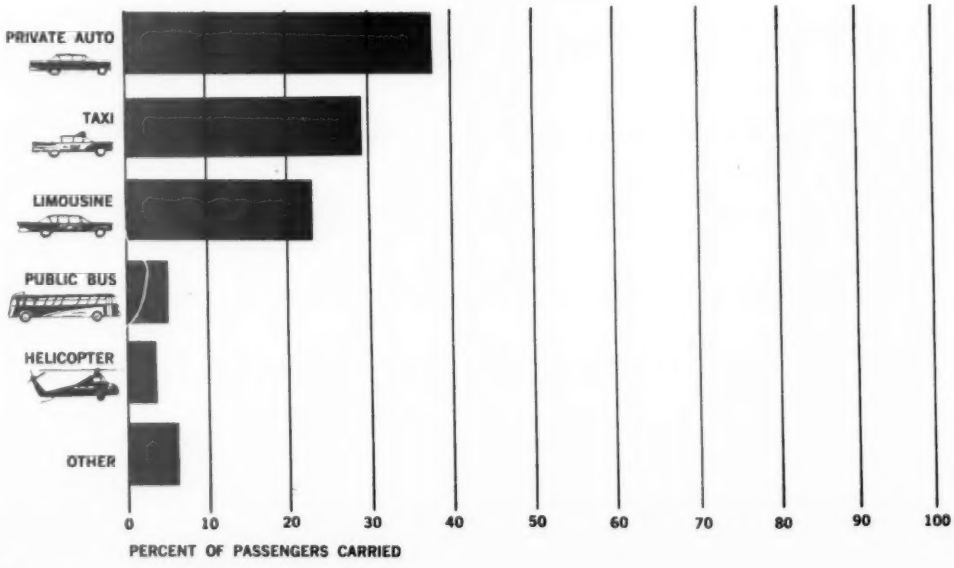
An obstacle to providing more city street mileage for the automobile is the mounting cost of urban arterials, the report states, and adds that "another depressing condition . . . is the almost instantaneous realization of full capacities when new arterials are opened." It cites cases. An expressway in Chicago was designed for a maximum load of 96,000 vehicles per 24 hours. Before the expressway was completed, it was carrying 115,000 vehicles per 24 hours. The Los Angeles-Hollywood Freeway, designed for an estimated maximum vehicular load of 100,000 vehicles per 24 hours, was carrying one year after it opened, 170,000 per day. The same pattern appears in all metropolitan centers where new arterials were built.

Thus, the cost of providing special expressways to airports coupled with growing traffic congestion mitigates against the potential of the highway vehicle—private auto, taxi, limousine or airport bus—in solving the airport transportation problem. The report states this conclusion:

"In the not-distant future, it is likely that the automobile, as we know it now, will not be an acceptable mode of transport to and from the airport."

The report similarly rules out public buses and other

PATTERN OF AIRPORT LOCAL TRANSPORTATION



mass transportation methods: "Various modes of mass transit, as we know them, are not likely to provide a satisfactory solution."

Helicopters' potential

Case studies in the report, embracing the areas where scheduled helicopter service is available, point up the potential of the helicopter as a solution to the airport transportation problem.

In Chicago, for instance, Chicago Helicopter Airways, which started scheduled passenger service in 1956, now operates 191 flights daily between the three Chicago airports—Midway, O'Hare and Meigs—and suburban Gary, Indiana, and Winnetka, Illinois.

The following table, extracted from the report, points up the tremendous time saving available to the airline passenger through the use of the helicopter:

	Midway/Meigs	Midway/O'Hare	O'Hare/Meigs	Midway/Gary	Midway/Winnetka
Helicopter time	9 min.	11	11	16	21
Taxi time*	40-70	60-75	75-90	120	120

*Limousine times (minutes) assumed to be the same.

A comparison of fares between the helicopter, the taxi and the airport limousine shows the surprising fact that helicopter fares are generally lower than taxi fares, although high erthan limousine fares. Here is the comparison as contained in the report:

	Midway/Meigs	O'Hare/Meigs	Midway/O'Hare	Midway/Gary	Midway/Winnetka
Helicopter	$5.00	$6.00	$6.00	$6.00	$8.00
Taxi	$3.25	$7.50	$7.50	$12.00	$12.00
Limousine	$1.45	$2.25	$2.50	....	....

Thus, on a trip from Midway to Meigs Airport, the airline passenger would pay $3.55 more but he would have from 31 to 61 minutes. Since his primary reason for taking the airplane in the first place is speed, the additional time saving at relatively low expense would appear to be a bargain. In traveling from Midway to Gary, the passenger not only saves 104 minutes, but also $6.00, if the taxi is assumed to be the competing mode. Remember, too, that the helicopter fares are those of a young industry, and with new equipment coming along, together with increased passenger volume, these fares will most likely drop as did airline fares.

Possible solutions

Summarizing the 400-page report to the FAA, which delves into every area of the air transportation problem and considers such factors as cost, safety and comfort as well as time saving, the study considers some possible solutions and comments on each.

First, there is the possibility of improvements in airport access highways. The report states: "Although it is probably necessary no matter what steps are taken, improvement of airport roads and highways alone cannot significantly change the over-all picture. The total effect on airport transportation of highway improvements will be a function of how much the total highway system over which airport users travel are improved. . . . It is clear that almost the entire road system would have to be improved to produce a significant effect."

On mass transit:

"Frequently mode changes are required in the mass transit trip; baggage on mass transit systems is inconvenient to handle; total trip times are apt to be slower; and transit systems are often the victims of negative attitudes. . . . Transit systems will probably continue to be unable to supply the kind of services air travelers demand."

One proposal calls for locating airline terminals in downtown areas. These terminals would provide ticket purchasing, check-in and baggage handling facilities and passengers would be taken to the airport by a specialized transportation service. The merit of such a system, the report says, "would depend on an analysis which compared the trip required to go first downtown and then to the airport with the best direct means for all origins and destinations. Such an analysis may or may not show the superiority of the downtown terminal system as compared with some alternative." It might be added parenthetically that, if such a system were employed, the helicopter might become "specialized transportation service."

Fewer problems for 'copters

As for the helicopter itself, the report concludes that it offers the greatest potential for the solution of the problem, but it also points out some current deficiencies which partially offset the advantages of the helicopter. First is the waiting time, which in the automobile is nil. In terms of future potential, however, the report answers its own objection: "Helicopters have the potential of reducing headway by several magnitudes as their load factors increase enough to justify more frequent trips."

The second objection is the location of heliports in relation to passengers' local origins and destinations. "Where the heliport can be placed at the point of local origins and destinations, the helicopter appears to enjoy an inherent superiority over its nearest competitors at present. Such is the case, for example, when two airports are connected by helicopter service. It would

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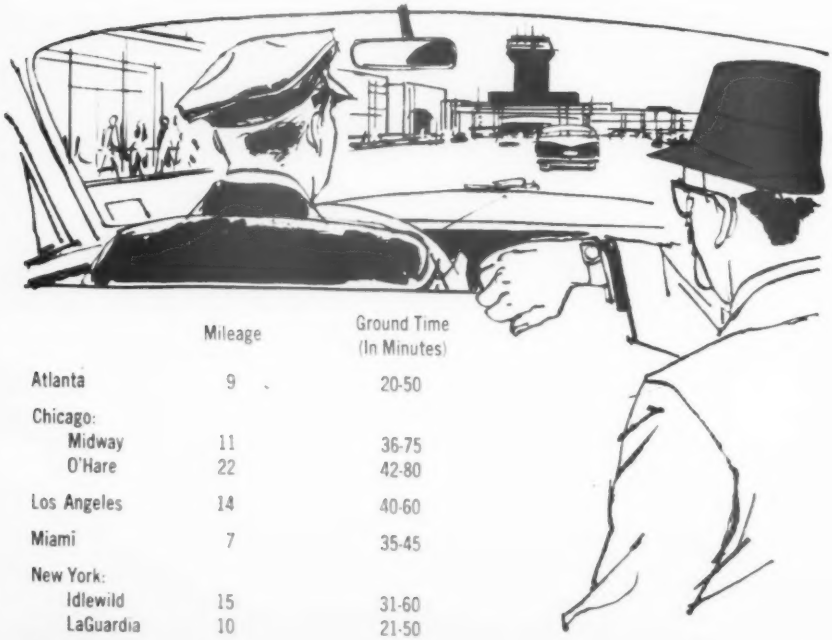
DISTANCES AND TIMES

From Major City Centers to Airports



	Mileage	Ground Time (In Minutes)
Atlanta	9	20-50
Chicago:		
Midway	11	36-75
O'Hare	22	42-80
Los Angeles	14	40-60
Miami	7	35-45
New York:		
Idlewild	15	31-60
LaGuardia	10	21-50
Washington, D. C.	4	14-30

Delta pilot says farewell to 40 years of flying

Photo by The Times-Picayune

CAPT. CHARLES QUINN'S last flight ended August 29, at Moisant Airport, and marked the close of forty years of flying. Photo shows Captain Quinn and his first airplane, a World War I, Standard which he used for barnstorming in the 1920s.

A distinguished flying career that spanned forty years came to a close when Captain Charles Quinn landed his Delta DC-7B at Moisant International Airport, August 29, after a flight from Caracas, Venezuela.

On hand to greet Captain Quinn on his last flight were members of Delta Council 48 and members of his family—his wife, his son, Captain R. A. Quinn of Capitol Airways, his daughter-in-law, and a four year old grandson.

Captain Quinn's interest in aviation began around the age of fifteen when he built a Curtiss "Jenney" as a high school shop project using a wrecked surplus World War I trainer as a parts pattern. The captain, who was born in 1904, soloed at the age of seventeen. On October 29, 1923, he was issued aviator's certificate Number 6063 by the Federation Aeronautique International, being at the time one of the youngest if not the youngest man in the world to hold this certificate.

Just about the same time he was issued a marriage license and married Miss Dorothy Defabaugh on October 30th. His next step was to buy a surplus World War I trainer and join the other early birds of aviation in the great era of barnstorming in the twenties.

In 1931 Captain Quinn went to work for Braniff Airways in Kansas City. He left Braniff in 1932 and joined Rapid Airlines of Omaha. The year 1933 saw the airmail contracts cancelled and that year he went to work for Seaboard & Western, the predecessor of Chicago & Southern which merged with Delta Air Lines in 1954.

In his thirty years of flying, Charlie has never scratched an aircraft or even blown a tire. He said he remembered taking time off for sick leave once but doesn't remember when it was or why. As a matter of information, 7,000,000 miles of air line flying represents 29,000 hours in his log book and 14,000 landings and take-offs. This mileage would be equivalent to over fourteen round trips to the Moon.

In looking back Captain Quinn reminisced, "Flying was really a pleasure in those days. In those early days, you could fly as free as the breeze—where you pleased and when you pleased."

"Today," he recalled, "there are too many regulations. Nowadays, the pilots have always have to worry about the Federal Aviation Agency and all of its rules."

"Flying is a hard-working business today—a good business, without doubt. But the fun is not what it used to be."

"I've been flying long enough," he said. "I think it's time for me to leave it now, and I have no regrets."

Captain Quinn's home is in Metairie, Louisiana.

Naval Aviators Association looking for ex-navy pilots

A new organization, the Naval Aviators Association, has been established for the purpose of maintaining the good fellowship and comaraderie of Naval Aviators, and to constantly reflect and revivify the great traditions of Naval Aviation. The announcement was made by D. G. Hendrickson, executive director of the Association.

In his announcement he pointed out that there were a large number of air line pilots in the Naval Air Transport System during the last war. During the first year of operation these air line pilots were the backbone of NATS because they had the know-how which the Navy lacked at that stage of operation.

Address of the Association is: Box 3471 Bahai-Mar, Fort Lauderdale, Florida.

By DAVID HOWE TABER

Why Plan your estate?

There are other benefits in planning an estate than simply protecting one's dependents. Often you can gain financial benefits now by prudent management of your present assets, income, and expenditures.

VERY often I am called upon by friends and acquaintances to answer questions concerning personal money management. This I do with great pleasure. Helping out with financial problems is an important part of my job—and among it's most rewarding features.

You would be surprised at how many of the same questions keep popping up again and again. It seems that people are pretty much concerned about the same things—How to accumulate a nest egg? How to protect the family against the financial hardship resulting from death or disability? How to reduce taxes? How to arrange their affairs so that their heirs will receive the greatest benefits?

As a matter of fact, all these problems are connected with a term with which you may be familiar. It's called "estate planning"—a professional name for a very broad, often complex subject that is most important to you and to the financial well-being of your family. It will profit you to know more about estate planning and the many ways in which it can be put to work for you.

Over the years, many wealthy people have recognized the importance of estate planning and have taken positive steps to realize every advantage open to them. Perhaps, as a result, people of average means have come to think of estate planning as something only for the very rich and have failed to understand its importance in their own situation. This is unfortunate. For obviously, where there is less money to work with, equal, if not more care should be exercised to protect it from shrinkage and to assure its distribution as planned.

Whether he knows it or not, any person who owns a home, a car, a savings account, life insurance, furniture or just coins in a piggy bank has an estate and if he values it and wishes it to serve him well during his lifetime and bring the greatest benefit to his heirs when he has passed on, he must plan for it.

It occurred to me that you might be interested in learning the answers to some of the questions I am most frequently asked. Since the questions are typical, they are a good indication of the things that are uppermost in people's minds.

Perhaps in reading through them you will find the answer to some of the very questions that have been troubling you. Here are just a few:

Q. I hear a lot about "estate planning." What is estate planning and how can it help me?

You will hear many definitions of estate planning. Stated as simply as I know how, it means this:

Estate planning is the deliberate ordering and disposal of one's estate during life, including the making of a will, the purchase of life insurance, the transfer of property by gift, etc., in order to minimize loss through taxes and otherwise, and to maximize the benefits to dependents and beneficiaries.

Effective estate planning should not compromise your own needs and desires while you are alive. It may indeed, point up certain opportunities which enable you to enjoy financial advantages now as well as in the years to come.

Q. Do you have an estate plan that I can follow?

No, there isn't any one set plan by which you can take a particular estate and apply it to a standardized procedure for saving taxes and distributing the estate most effectively and economically. No single plan provides the solution to all estate problems. Not only do individuals differ in the size and character of their assets, but also in the objectives they wish to achieve. Then too, the laws relating to inheritance and gift taxes specifically and estate matters in general vary from state to state.

Estate problems defy formula solutions since in most cases decisions will involve weighing the relative advantages and disadvantages of several possible procedures in an effort to determine which agreement your attorney may suggest can bring the least taxes and administrative fees with the greatest benefits—consistent of course with the individual's objectives.

You can see therefore, that any estate plan that would provide adequately for you and your family would have to be carefully tailored to your own situation.

Q. I know more about my affairs than anyone else. Why can't I do my own estate planning?

For the same reason that you ask a mechanic to fix your car, and a surgeon to operate—it's too complex and too important to be left to an amateur. An estate of even moderate complexity cuts across many fields—law, accountancy, banking, life insurance—even if you were a specialist in any one of these fields, you would still need the advice and professional know-how of other specialists. At its best, estate planning is a team job, and every man on the team is an essential part of it.

Mr. Taber, an inactive ALPA member, is manager of the Miami Ordinary Agency, Miami, Fla., and an agent of the Kentucky Central Life and Accident Insurance Company.

Your lawyer, accountant, banker and life insurance agent—all should be called upon as your need for their specialty is required. Ideally, they work together since the various components of an estate plan require co-ordination; for example a will and life insurance. You of course can contribute significantly by providing the necessary information and making your wishes known.

Q. Can I realize savings in estate taxes and transfer cost? If so, how?

All of us have a legal as well as a moral duty to ourselves and our families to arrange our affairs so as to lighten the tax burden while living, and lessen the taxes our heirs and beneficiaries will have to pay on our estate after our death. Your "estate planner" can point out many possibilities for affecting economies and savings in estate taxes and transfer costs. To illustrate:

An individual may divest himself of ownership of life insurance policies by assigning them to his intended beneficiaries He will be subject to gift taxation on the terminal reserve—approximately the cash surrender value. However in many cases the annual exclusion and life-time exemption will make the gift tax-free. This procedure will eliminate the insurance proceeds from his estate for federal tax purposes, (provided that you live for more than three years after the assignment). It will also save in state inheritance tax, and will reduce probate and administartive costs.

This is one example. There are many others. It is offered to give you some idea of the way a specialist's skill and your prudent planning can be combined to obtain advantageous results. In your particular case it may not be the best procedure. Other factors may negate the advantages of relinquishing ownership of life insurance policies to effect tax savings.

Q. I own some property that does not produce income. Can you recommend a way that I can realize maximum benefits from it through estate planning?

This happens frequently. In many estates there are items in the general esate which do not produce income, and are being held for growth. Property of this kind is dead weight and in most instances is sold at a substantial loss if there is not sufficient liquidity in the estate to pay final taxes and costs. You might consider converting these holdings to income producing property or using the cash from its sale as premiums for a life insurance policy with proceeds payable to named beneficiaries.

Eliminating "dead weight" from your estate is certainly an important step toward effective estate planning.

A related problem concerns property which may not be considered in the category of dead weight, but which might still be exchanged for another type of property in order to improve your estate position. This is known as a capital transfer. For example, money from a savings account might be transferred to bonds or money from bonds transferred to life insurance in order to obtain additional advantages.

"Mark my word, Finchley, I'll get 'on-time' departures even if we have to schedule all flights two hours late!"

Q. Actually most of my estate is in life insurance with beneficiaries carefully spelled out. Do I still need a will?

During a productive active lifetime, most people accumulate considerable assets—sometimes more than they realize they have. These assets take the form of tangible, marketable assets, as well as items that can best be described as having 'sentimental value.' In either case, if the estate is to be distributed in strict accordance with your wishes, a Last Will and Testament, prepared with the legal guidance of a competent attorney, is a virtual necessity. Suffice to say that if you don't draw a will the state does the job for you with the laws of intestacy. Chances are excellent that the property won't be distributed by the state as you would have desired. The advantages of drawing a legal will are many.

Just to mention a few: The very act of preparing you will requires that you establish an accurate inventory of your assets. This is a good thing to have at any stage of your life. Making a will at this time can suggest steps that you can take now to prevent shrinkage of your estate, such as the saving of many thousands of dollars in Federal Estate Taxation. It can also point up certain inadequacies in your life insurance program. To produce the greatest assets from both life insurance and other assets in your estate, neither should be planned without considering the other. The best results can be obtained through a well thought out program of insurance integrated with a professionally prepared Last Will and Testament. This requires coordinated effort between your life underwriter, attorney and frequently your accountant and trust officer as well.

Q. My income is greater than my needs—thanks to income producing property which I own. It just puts me into a higher tax bracket. Is there some way in which I can put this income to use and improve my tax picture?

One effective technique in a case of this kind might be the creation of a short term trust (minimum of ten years) by which you could give some or all of your investment income to your child, who is in a lower income tax bracket. By shifting the income, and the tax on it, there would be more total income within the family unit. Money from the trust can be used to finance life insurance on your child's life for the benefit of your grandchildren; to set your child up in business, or for any number of purposes to further your estate objectives.

Continued on page 31

THE CASE FOR ASPHALT RUNWAYS

By H. K. GRIFFITH

Executive Director, NBCA

The enormous cost savings made possible by asphalt runway and taxiway construction will pay for desperately-needed safety improvements advocated by the ALPA before the committees of Congress . . . Nine of the ten busiest airports in the U. S. now use asphalt construction.

IN ITS October, 1960, issue, *The Air Line Pilot* published an article entitled "A Case For Concrete Runways."

We appreciate the sense of fair play of the editors of *The Air Line Pilot* which gives us an opportunity to reply. We believe that it is a message of vital importance to every member of the Air Line Pilots Association, for the economies inherent in asphalt construction will save enough money to pay for urgently-needed (and expensive!) safety improvements recommended by the Air Line Pilots Association before the Aviation Subcommittee of the United States Senate.

Let's face it. One of the biggest problems facing the U. S. aviation industry is—money. There simply isn't enough to go around. It's distasteful but true that many urgently-needed safety advances are forestalled for lack of money.

In his testimony before the U. S. Senate Aviation Subcommittee, ALPA's President, C. N. Sayen, recommended a good many improvements, dealing with the need for longer runways, the need for positive traffic separation and ground control to prevent tragic accidents such as that of the UAL-TWA crash over New York City in December, 1960; wider runways, snow removal and others.

In summary, President Sayen declared: "We believe that a major effort must be made to improve the airport and terminal area facilities of this country without further delay."

The National Bituminous Concrete Assn. is in hearty agreement with the recommendations that President Sayen and the ALPA make. (After all, members of our industry travel by air as much as anybody else!) This brings us to the question of money. We might as well be practical. It will cost a great deal of money to undertake these necessary and vital projects. One question is —where will it come from? In view of ever-climbing costs, the increasing burden of national defense, and other factors, many municipalities and local governments, which, by and large, control and finance our airports, are hard-pressed.

One suggestion that the National Bituminous Concrete Assn. makes is that enormous cost savings are possible by building nearly all runways and taxiways with bituminous concrete. In an extensive study entitled "Selection of Pavement Types for Civil Airfields," released in December, 1960, cost studies were done on scores of U. S. airfields. The study has found that asphalt pavement averages about *half* the cost of concrete pavement of comparable load-carrying capacity. The average differential in initial cost between the two competing pavement types is $250,000 to $750,000 for a typical airfield.

This kind of savings can make possible a lot of expensive safety equipment.

Let us ask each member of the ALPA which he would rather have—a concrete runway of minimum length and width—or a longer, wider, asphalt runway with adequate markings, high intensity lighting, blind approach controls and emergency over-run areas?

As a practical matter, this is the kind of choice you are facing. Make no mistake about it. The amount of money available to the commercial aviation industry *is* limited. Doesn't it make sense to save as much of this limited fund in runway and taxiway paving—and use it where it will do more good—in safety?

Case history after case history has shown that asphalt *is* less expensive to

The Air Line Pilots Association endorses the use of concrete for airport runways; this position was stated in the October, 1960, issue of this magazine in an article "A Case for Concrete Runways." The article gave many excellent engineering and operational reasons for the use of concrete. Two factors about concrete runways which rate high with pilots are: the better visibility of a concrete runway on approach—particularly at night; and, the high coefficient of friction when brakes are applied either on landing or on an aborted take-off.
The manufacturers of asphalt disagree with ALPA's position. In this article, which comes from the National Bituminous Concrete Association, they tell why they disagree.

Chase Ltd., Photo

H. K. GRIFFITH, Executive Director of the National Bituminous Concrete Association, Washington, D. C. According to the Association, "NBCA is principally composed of U. S. contractors who manufacture scientifically proportioned bituminous concrete (or asphalt, as it is sometimes called) for all types of quality pavements—from driveways and parking lots to roads and streets, highways, expressways, turnpikes and military and civilian airfields. Continued improvements in bituminous concrete technology is the keystone of NBCA's work, and its just two years ago—is providing the vehicle for even better quality control in bituminous 10-point research program—implemented concrete construction across the land."

construct and that maintenance costs—although varying for each pavement type according to local conditions—are considered by national authorities to be equal. Furthermore, modern, heavy duty asphalt pavements are now, daily meeting the load-carrying requirements of today's big jet aircraft.

Some Eye-Opening Facts

I should like at this time to cite an eye-opening fact which may be of interest to members of the ALPA. According to FAA figures, 9 of the top 10 U. S. airports use asphalt!

These figures show that the six busiest airports in the U. S. all use asphalt as the pavement type on runways and taxiways.* These include: Chicago Midway (asphalt) 376,030 landings and takeoffs; Tamiami (asphalt) 321,605 landings and takeoffs; Miami International (asphalt) 321,017; Washington International (asphalt) 316,605; Denver (asphalt) 308,194; and Phoenix (asphalt) 294,044.

The seventh and eighth-ranking airports, Los Angeles (289,026 landings and takeoffs) and New York's Idlewild (274,634) both use asphalt and concrete. The ninth-ranking airport, Long Beach, California, with 271,818, uses asphalt runways and taxiways. Only tenth-ranking Dallas (256,816 landings and takeoffs), among the top ten airports of America has all concrete runways and taxiways. Figures for landings and takeoffs are official Federal Aviation Authority compilations.

Construction Important

In its earlier article, *The Air Line Pilot* carried a picture purporting to show "a graphic example of deterioration in an asphalt runway." Of course, it's easily possible to find cases where runways of any type have deteriorated. It would be no trick for the friends of asphalt to find scores of pictures of concrete runways full of holes and pockmarked. So this particular picture proves little. It can be refuted by an equal number of photographs showing concrete runways in various stages of deterioration. For example, many square yards of rigid concrete slab pavement at the ultra-expensive Dulles International Airport near Washington, D. C., have already been removed and replaced, and this new jet-age airfield has not been opened to traffic as yet.

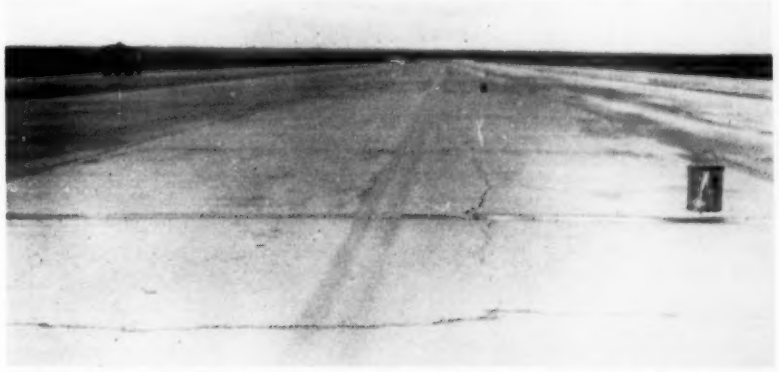
The answer, of course, lies in adequate construction. As any unbiased, competent engineer can tell you, the preparation of the base and sub-base (what's underneath the runway) is perhaps the most important factor in determining whether the surface will remain smooth and firm. In all seriousness, the Air Line Pilots Association would do well to disentangle itself from the competitive quarrels between asphalt and concrete and to interest itself in pushing for adequate construction of runways and taxiways—leaving the determination of pavement types to qualified engineers.

Advocates of concrete also persist in stressing the inability of some old pre-World War II type asphalt runways to withstand present day heavy-load traffic. Admittedly, there are some of these aged asphalt runways situated at airfields around the country. But, in every case, these failing runways were constructed during and even prior to the World War II era and have been and are now being subjected to aircraft loads far in excess of what they were designed to support.

An excellent example is at the Miami International Airport where jet loads of around 300,000 pounds have been pounding away daily at asphalt runways and taxiways designed for around 60,000-pound loads of World War II aircraft like the famous B-29. These aged runways, quite naturally, could not take the excessive loadings and broke up. (Miami's runways and taxiways, we might add, have been quickly and economically rehibilitated in the past few years with adequate asphalt overlays.)

Hence, adherents of rigid concrete pavements have attacked the asphalt industry for inferior runway construction. With an understanding of the facts as recalled above, one can readily

National Bituminous Concrete Assn. Photo



***RANDOM CRACKING** in this new concrete pavement—a primary taxiway at Columbus Air Force Base, Mississippi—occurred before traffic had even begun to use the strip. (Nov. 28, 1958.)*

***EVIDENCE** of the extensive repairs that had to be made on a spanking new concrete runway at Duluth, Minnesota Airport even before pavement construction was complete at the other end. (Sept. 26, 1958.)*

*But not 100 per cent of the runways and taxiways are asphalt. Midway, for example, has sections of runways and taxiways which are concrete.—*Editor.*

see that this is grossly unfair. For, in a like manner, World War II concrete runways and taxiways have broken up under the increased loads of the very heavy jet-age aircraft.

Perhaps more important to airline pilots than pavement type is whether the runway is modern, of sufficient length, and up-to-date. That's why you should be interested in the economy advantages which asphalt offers over the more costly concrete. Airports are like other businesses. With ever-rising costs, they've all got budget problems.

In the earlier article, the ungrounded charge was made that asphalt runways promote skidding. This charge has been completely and conclusively refuted at extensive hearings before a subcommittee of the U. S. House of Representatives. The charge is not substantiated in any way, nor is any engineering data given to back it up. The asphalt industry emphatically rejects this unfounded charge. In addition, we would like to note that in ALPA President Sayen's presentation before the Senate Committee, he listed accidents during the calendar year 1960 in which 429 passengers, 57 crew members and 13 others were killed. Not one involved skidding on asphalt runways. Causes for the 17 fatal accidents during that year ranged from bird ingestion and mid-air collision to mechanical and structural failures and weather.

In conclusion, we should like to urge the serious consideration by members of the ALPA of the great economies inherent in asphalt construction. (For example, there are more than 46 miles of bituminous concrete pavements, of which 21 miles are taxiways, 7 miles are runways and 18 miles are bituminous concrete roadways within the complex of Miami International Airport alone.)

What does this mean to the airline pilot?

It means that a *new* asphalt runway is within the means of many airports which could not afford the far more costly concrete types. If you have to wait until the smaller airports can afford costly concrete, you may have to wait forever. Airports have to be practical too.

As we have shown, authorities at most of the nation's major airports have been and continue to specify asphalt to stretch their paving dollars. Pilots, too, should interest themselves in asphalt as the most expeditious and most economical means of securing extra dollars to finance the additional safety features they are asking for now!

KILLER ITEMS

By ROGER E. RUCH, First Officer

ONE dark night high over the Rockies, just West of Denver, we lost number one. The flight engineer feathered the engine then reached down for the next item on his procedures and put the outboard port mixture control to idle-cut off. But meanwhile the engineer was feathering the engine, the captain had put the number one mixture control to idle-cut off; both had put the outboard port mixture control to the idle-cut off. With two out on the portside, thing were real romantic.

Now suppose a night take-off from a strange airport with a strange crew. Perhaps also you're not too current in four-engine equipment. Suppose also that ceilings are low, it is drizzling, and there is moderate turbulence. Both these same situations happened to me —once, each.

If these conditions in paragraph number one and paragraph number two were to combine, this would quite possibly become more than just romantic. In 1956, I sent in the following suggestion to the company:

"A cockpit modification that would increase flight safety on airlines aircraft:

1. When an engine fire warning light (handle for the firewall shut-off valve) comes on, have a light also came on in the appropriate feather button and mixture control. This light could be of the type used in the button on aircraft which have auto-feather incorporated. These aircraft which already have auto-feather installed, could use the same light.

It is my observation that while night flying, if an engine fire warning light come on, it would be very easy to actuate the wrong feather button or mixture control in the dark.

If this is incorporated, a modification should also be made to the engine fire warning test circuits so that they could be tested individually.

2. On all aircraft, have a BMEP switch installed with a pre-determined setting that would light up a light in the appropriate feather button and mixture control. This system would operate all the time (with possible exception of gear down and full flaps) whether or not it was turned on.

Thus while cruising along, if a light only came on it would indicate a malfunctioning of the circuit; however, if a power loss was felt, any lights indicating immediate action items would be greatly appreciated."

The answer that came back indicated that the project wasn't feasible at all and that I was a pretty stupid fellow. The man's signature was quite impossible to decipher! Apparently other people had been thinking along the same lines as mine. After my suggestion, the next issue of *Flying* magazine ran a short blurb about a Houston company that was set up to produce just such a device.

The ALPA policy calls for a minimum of "killer" items to be committed to memory on any emergency procedure. This idea of mine was not exactly an original one; I had flown one particular aircraft where such a lighting system was not only in effect but all killer items were put onto one common handle, the "Mixture Control" which had five positions:

1. Auto Rich
2. Auto Lean and Manual Lean
3. Idle Cut Off
4. Feather
5. Fire Wall Shut-Offs

Well at any rate the idea more or less died on the vine, even in my own thinking, even after the Braniff deal in Miami. The big rage was the coming of the jets. And having flown even multi-engined jets, I was inclined to agree. But not any more!

Since being on the big birds for a while, I'm more firmly convinced than ever that this is a type of device we need on all aircraft. When one sees the wrong handle actuated on a training flight, it makes one shudder to think what would happen under the same circumstances on a revenue flight.

For the big birds, the same light that comes on in the fire warning device (panic handle) should, in parallel, also light a light in the appropriate throttling device and the appropriate start lever! The only thing changed in my thinking about the prop jobs is the elimination of the word "night," and I'm ready to believe that the light on in the appropriate device is even a much better device than auto-feather itself.

The Royal Canadian Air Force 5BX Plan For Physical Fitness

This is the second and concluding portion of a series of six exercises called the "5BX Plan." The first part appeared in the August, 1961 issue of this magazine.

Chart 3

PHYSICAL CAPACITY RATING SCALE

	EXERCISE					1 mile run	2 mile walk
Level	1	2	3	4	5	In minutes	
A+	30	32	47	24	550	8	25
A	30	31	45	22	540	8	25
A—	30	30	43	21	525	8	25
B+	28	28	41	20	510	8¼	26
B	28	27	39	19	500	8¼	26
B—	28	26	37	18	490	8¼	26
C+	26	25	35	17	480	8½	27
C	26	24	34	17	465	8½	27
C—	26	23	33	16	450	8½	27
D+	24	22	31	15	430	8¾	28
D	24	21	30	15	415	8¾	28
D—	24	20	29	15	400	8¾	29
Minutes for each exercise	2	1	1	1			

Chart 3

PHYSIQUE CATEGORY GROUPS

P.C. 9 MAINTAINS D+
P.C. 10 MAINTAINS C+
P.C. 11 MAINTAINS B+

AGE GROUPS

40-44 YRS. MAINTAINS C
35-39 YRS. MAINTAINS B

FLYING CREW

AGE 45-49 MAINTAINS B
AGE 40-44 MAINTAINS A+

Chart 4

PHYSIQUE CATEGORY GROUPS

P.C. 12 MAINTAINS D—
P.C. 13 MAINTAINS C+
P.C. 14 MAINTAINS A+

AGE GROUPS

30-34 YRS. MAINTAINS C—
25-29 YRS. MAINTAINS A+

FLYING CREW

AGE 35-39 MAINTAINS C—
AGE 30-34 MAINTAINS B—

Chart 4

PHYSICAL CAPACITY RATING SCALE

	EXERCISE					1 mile run	2 mile walk
Level	1	2	3	4	5	In minutes	
A+	30	22	50	42	400	7	19
A	30	22	49	40	395	7	19
A—	30	22	49	37	390	7	19
B+	28	21	47	34	380	7¼	20
B	28	21	46	32	375	7¼	20
B—	28	21	46	30	365	7¼	20
C+	26	19	44	28	355	7½	21
C	26	19	43	26	345	7½	21
C—	26	19	43	24	335	7½	21
D+	24	18	41	21	325	7¾	23
D	24	18	40	19	315	7¾	23
D—	24	18	40	17	300	7¾	23
Minutes for each exercise	2	1	1	1	6		

Chart 5

PHYSICAL CAPACITY RATING SCALE

	EXERCISE					1 mile run
Level	1	2	3	4	5	Mins: Secs
A+	30	40	50	44	500	6 : 00
A	30	39	49	43	485	6 : 06
A—	30	38	48	42	475	6 : 09
B+	28	36	47	40	465	6 : 12
B	28	35	46	39	455	6 : 15
B—	28	34	45	38	445	6 : 21
C+	26	32	44	36	435	6 : 27
C	26	31	43	35	420	6 : 33
C—	26	30	42	34	410	6 : 39
D+	24	28	41	32	400	6 : 45
D	24	27	40	31	385	6 : 51
D—	24	26	39	30	375	7 : 00
Minutes for each exercise	2	1	1	1	6	

Chart 5

PHYSIQUE CATEGORY GROUPS

P.C. 15 MAINTAINS D+
P.C. 16 MAINTAINS C+

AGE GROUPS

18-25 MAINTAINS C

FLYING CREW

AGE 25-29 MAINTAINS D+
UNDER 25 MAINTAINS B+

Chart 6

PHYSICAL CAPACITIES IN THIS CHART ARE USUALLY FOUND ONLY IN CHAMPION ATHLETES.

The Royal Canadian Air Force 5BX Plan is copyrighted in the United States and British Commonwealth in the name of the Government of Canada. The plan or parts thereof may not be reproduced in any form without permission.

Chart 6

PHYSICAL CAPACITY RATING SCALE

	EXERCISE					1 mile run
Level	1	2	3	4	5	Mins: Secs
A+	30	50	40	40	600	5 : 00
A	30	48	39	39	580	5 : 03
A—	30	47	38	38	555	5 : 09
B+	28	45	37	36	530	5 : 12
B	28	44	36	35	525	5 : 18
B—	28	43	35	34	515	5 : 24
C+	26	41	34	32	505	5 : 27
C	26	40	33	31	495	5 : 33
C—	26	39	32	30	485	5 : 39
D+	24	37	31	28	475	5 : 45
D	24	36	30	27	460	5 : 51
D—	24	35	29	26	450	6 : 00
Minutes for each exercise	2	1	1	1	6	

CHART 3

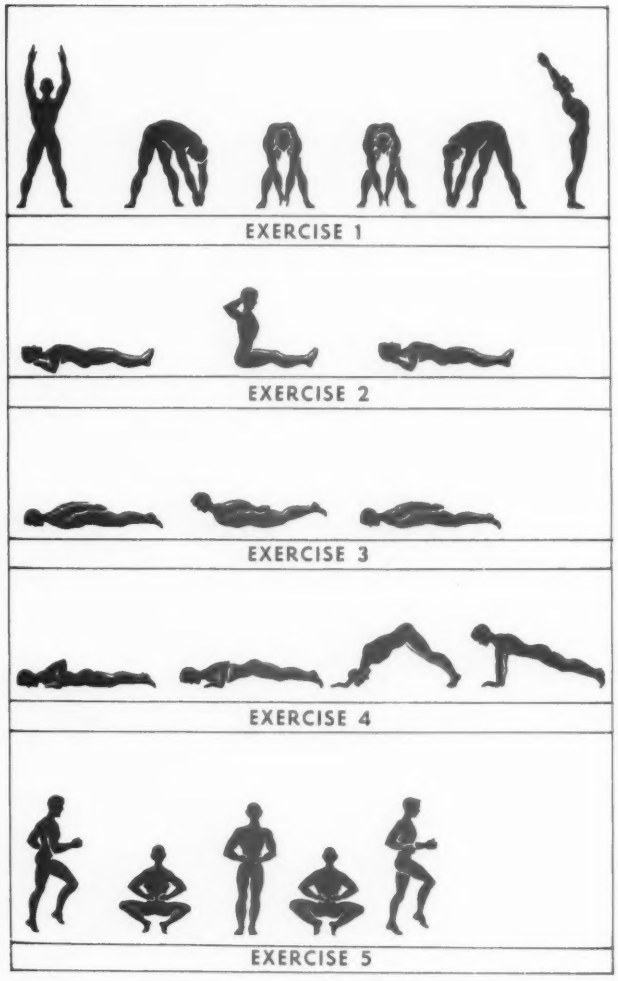


CHART 4

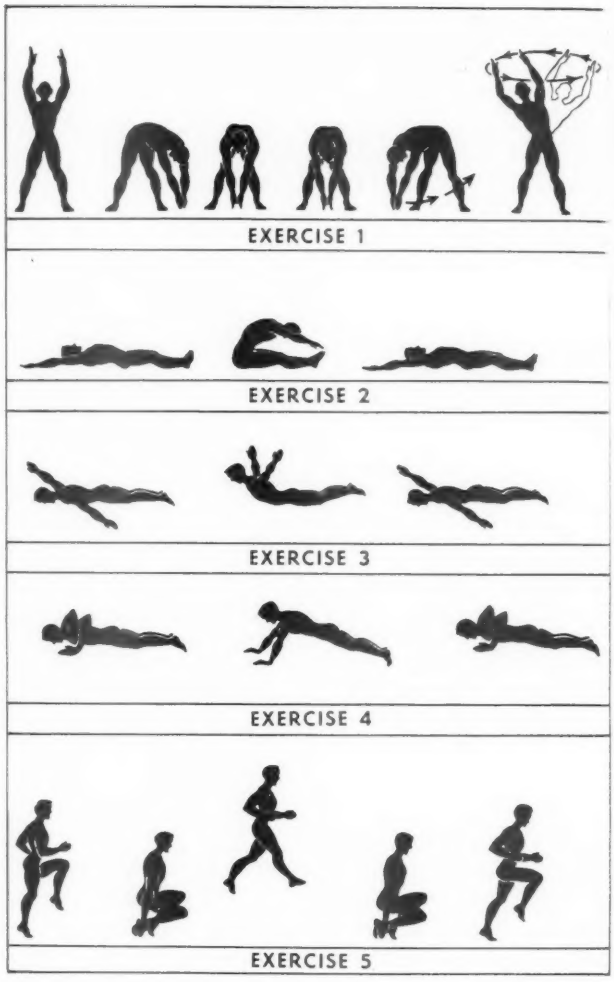


CHART 3

EXERCISE 1—Feet astride, arms up. Touch floor 6 inches outside left foot, again between feet and press (bounce) once, then 6 inches outside right foot, then bend backward as far as possible. Repeat, reversing direction after 1 minute.

EXERCISE 2—Lie on back, feet 6 inches apart, arms clasped behind head. Sit up, keep feet on floor. Hook feet under furniture if necessary.

EXERCISE 3—Lie face down, hands locked behind back. Lift head, shoulders, chest and both legs high as possible. Keep legs straight, raise chest and both thighs completely off floor.

EXERCISE 4—Lie face down, hands under shoulders, palms on floor. Touch chin to floor in front of hands, touch forehead to floor behind hands, return to position. Touch chin and forehead before straightening arms, and lift body straight from palms to toes to complete one movement.

EXERCISE 5—Run on one spot on floor, counting one step each time right foot touches floor. Lift feet about 4 inches. After each 75 steps do 10 bobbing jumps. To do bobbing jumps keep feet together, hands on hips, knees bent to sit on heels. Then straighten to upright position, raising heel off floor and return to starting position. Feet must contact floor and back be straight at all times.

CHART 4

EXERCISE 1—Feet astride, arms up. Touch flour outside left foot, between feet, press once then outside right foot, circle bend backward as far as possible and reverse direction after one minute. Keep legs straight, arms above head and make full circle, bending backward past vertical each time.

EXERCISE 2—Lie on back, legs straight, feet together, arms straight overhead. Sit up and touch toes keeping arms and legs straight. Hook feet under furniture ONLY if necessary. Keep arms in contact with sides of head throughout movement.

EXERCISE 3—Lie face down, hands and arms stretched sideways. Lift head, shoulders, arms, chest and both legs high as possible. Keep legs straight, raise chest and thighs off floor.

EXERCISE 4—Lie face down, palms of hands flat on floor approximately 12 inches from ears on each side of head. Straighten arms to lift body. Chest must touch floor to complete each movement.

EXERCISE 5—Run on one spot on floor. Count step each time right foot touches floor. Raise knees waist high. Every 75 steps do 10 squat jumps. To do squat jumps: Extend right foot slightly, knees bent, fingertips touching floor outside feet, then jump to upright position and simultaneously reverse position of feet, returning to start position with left foot forward. Feet must completely clear floor and back be upright and straight at all times.

CHART 5

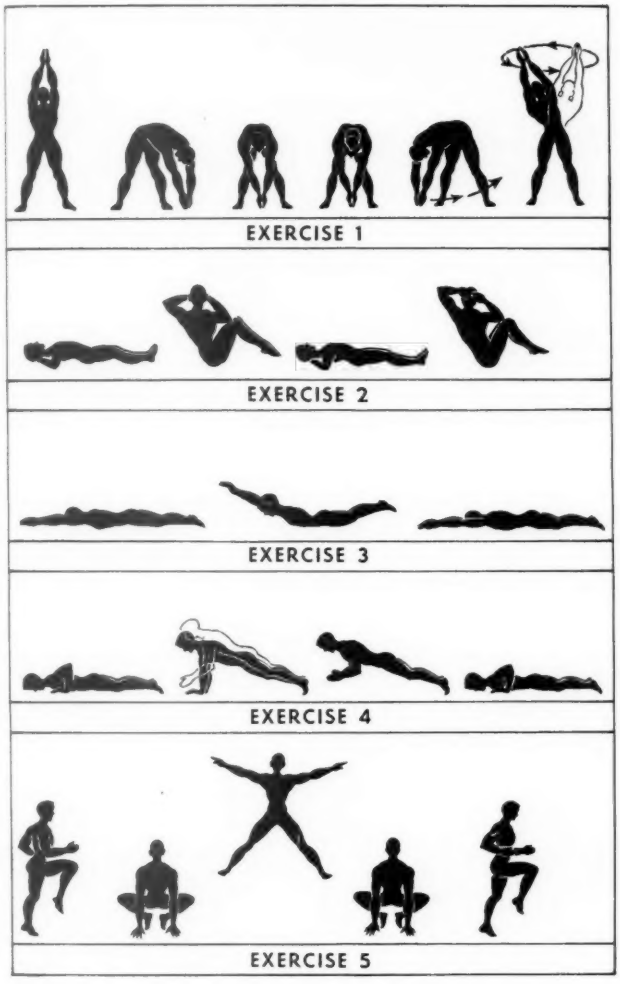


CHART 6

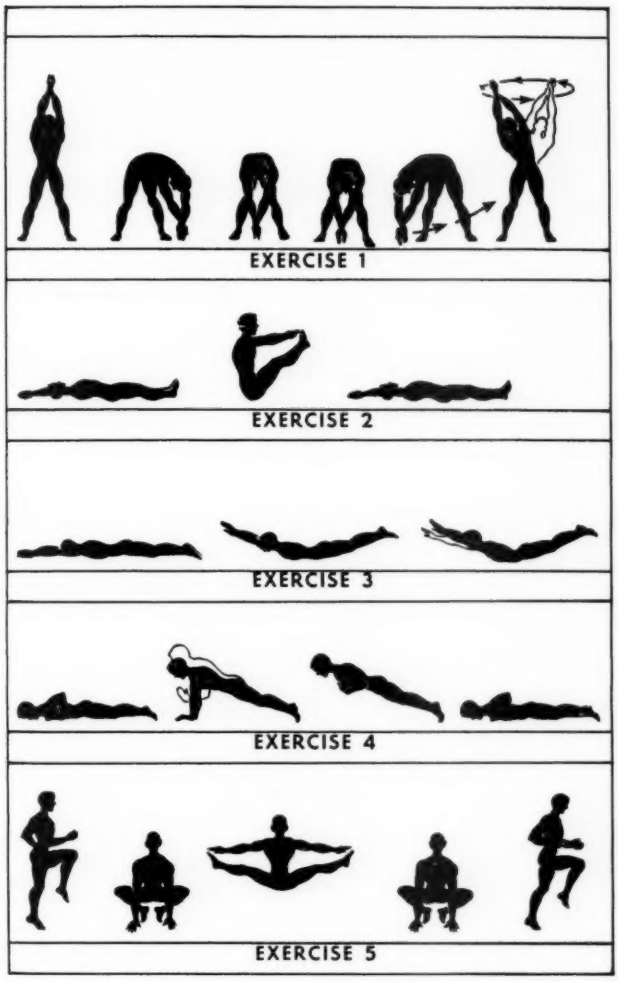


CHART 5

EXERCISE 1—Feet astride, arms upward, hands clasped, arms straight. Touch floor outside left foot, between feet, press once then outside right foot, circle bend backwards as fas as possible. Reverse direction after half the number of counts. Keep legs and arms straight at all times.

EXERCISE 2—Back lying, legs straight, feet together, hands clasped behind head. Sit up and raise legs in bent position at same time twist to touch right elbow to left knee. This completes one movement. Alternate the direction of twist each time. Keep feet off floor when elbow touches knee.

EXERCISE 3—Front lying, arms extended overhead. Raise arms, head, chest and both legs as high as possible. Keep legs and arms straight, chest and both thighs completely off floor.

EXERCISE 4—Front lying, hands under shoulder, palms flat on floor. Push off floor and clap hands before returning to starting position. Keep body straight during the entire movement. Hand clap must be heard.

EXERCISE 5—Stationary run—(count a step each time left foot touches floor—lift knees waist high). Every 75 steps do 10 "spread eagle jumps." Repeat this sequence until required number of steps is completed. Spread eagle jumps—Feet together knees bent, sit on heels. Finger tips touch floor. Jump up to feet astride swing arms overhead in midair, return directly to starting position on landing. Raise hands above head level, spread feet at least shoulder width apart in astride position before landing.

CHART 6

EXERCISE 1—Feet astride, arms upward, hands reverse clasped, arms straight. Touch floor outside left foot, between feet, press once then outside right foot, circle bend backwards as far as possible. Reverse direction after half the number of counts. Keep legs and arms straight, hands tightly reverse clasped at all times.

EXERCISE 2—Back lying, legs straight, feet together, arms straight over the head. Sit up and at the same time lifting both legs to touch the toes in a pike (V) position. Keep feet together, legs and arms straight, all of the upper back and legs clear floor, fingers touch toes each time.

EXERCISE 3—Front lying, arms extended over head. Raise arms, head, chest and both legs as high as possible then press back once. Keep legs and arms straight—chest and both thighs completely off floor

EXERCISE 4—Front lying, hands under shoulders, palms flat on floor. Push off floor and slap chest before returning to starting position. Keep body straight during the entire movement, chest slap must be heard.

EXERCISE 5—Stationary run—(count a step each time left foot touches floor—lift knees waist high). Every 75 steps do 10 "jack jumps." Repeat this until required number of steps is completed. Jack jumps—Feet together, knees bent, sit on heels, finger tips touch floor. Jump up, raise legs waist high, keep legs straight and touch toes in midair. Keep legs straight, raise feet level to "standing waist height." Touch toes each time.

With the Flight Attendants

How flight attendants become members of ALPA S&S

Flight attendants who are interested in becoming members of the Steward and Stewardess Division of ALPA, quite naturally ask how they would fit into the organization and what services are available to them as members.

When the ALPA Board of Directors voted unanimously to create a Steward and Stewardess Division, flight attendants became direct members of ALPA not merely affiliates. They would be represented by voice and vote on the ALPA Executive Committee by their own elected vice-president, and would also have their own new constitution and by-laws (very similar to that of the pilots). The structure of the organization meets all legal qualifications, it is democratic in organization, and will work for the benefit of the flight attendants.

Why did the ALPA take this action? The AFL-CIO has for many years taken the position that all flight crew members shall be represented by one organization. The need for increased cooperation among all crew members working together within the confines of an aircraft has become more and more apparent to flight deck crew members and a majority of flight attendants. The Organizational Structural Study Committee of the ALPA had worked on the question of flight attendant membership for two years prior to the Board's decision.

John Holm, UAL, SFO

How do flight attendants become members of the Steward and Stewardess Division? To join flight attendants of a given air line, petition the National Mediation Board to hold an election to determine who shall represent them.

The procedure is simple. Every flight attendant has the right to sign a card which is a petition to the National Mediation Board to conduct a secret ballot election. If the majority of flight attendants sign cards, an election will be held. Then, a simple majority vote will then determine the representing organization. If the majority vote is for the Steward and Stewardess Division then you become a member.

The S and S Division operates in a way that members have control over the policies and affairs relative to their peculiar problems and needs. Flight attendants have access to all staff services at the home office.

For example the services of the legal staff are available to flight attendants when they need advice. Full time lawyers are assigned to specific air lines —the same lawyers who handle pilots' problems. The same negotiator is assigned to flight attendants that is working with the pilots.

Available are the services of a research department, a publicity and public relations department, financial assistance, an engineering and air safety department, and representation in Washington, D. C.

Flight attendants of three air lines vote for ALPA

Flight attendants of Slick Airways, Aloha Airlines and Hawaiian Airlines have voted to be represented by the Steward and Stewardess Division of the Air Line Pilots Association, the ALPA announced October 25.

The elections were conducted under the jurisdiction of the National Mediation Board earlier this month, but the results just now certified.

Following are the results:

Air Line	No. Eligible	No. Voting	Results
Slick Airways	23	16	ALPA 16, Others None
Aloha Airlines	19	13	ALPA 11, ALSSA 2
Hawaiian Airlines	40	24	ALPA 24, Others None

Results
ALPA 16, Others None
ALPA 11, ALSSA 2
ALPA 24, Others None

Since ALPA opened up its membership to flight attendants last fall and earlier this year requested the National Mediation Board to conduct elections, flight attendants of 18 air lines have designated the Association as their collective bargaining representative.

Elections have previously been held on Braniff, United, Pacific Northern, West Coast, Alaska, Mohawk, Capital, Piedmont, North Central, Continental, Ozark, Frontier, National, Allegheny, and Lake Central. Additional elections are pending on Trans World, Bonanza, Northeast, Riddle, Seaboard World and American.

A NOR MEC meeting was held October 16, at the home office. In attendance were (left to right) Julie Kari, Nancy Abramson, and Carole Newland.

FEINSINGER RECOMMENDATIONS

Washington, D. C., October 17, 1961

The President,
The White House

Mr. President: The Commission established by you on February 21, 1961, by Executive Order 10921, as amended, to consider differences that have arisen between certain air carriers and certain of their employees, has the honor to submit herewith its supplemental report containing detailed recommendataions amplifying its May 24, 1961, report.

Respectfully submitted.

Richard A. Lester, Member
J. Keith Mann, Member
Nathan P. Feinsinger, Chairman

Supplementing a report to the President dated May 24, 1961, by the Commission established by Executive Order 10921 dated February 21, 1961, as amended, to consider differences that have arisen between certain air carriers and certain of their employees
—Washington, D. C., October 17, 1961

ON February 21, 1961, the President, by Executive Order 10921, established this Commission "to consider differences that have arisen regarding the performance of the flight engineer's function, the job security of employees performing such function, and related representation rights of the unions, namely, the Flight Engineers International Association and the Air Line Pilots Association on the following carriers: Pan American World Airways, American Airlines, Trans World Airlines, Eastern Air Lines, National Airlines and The Flying Tiger Line."[1] The President charged the Commission with the dual assignment "of making a report to the President, including its findings and recommendations . . . and assisting in achieving an amicable settlement and agreement" with respect to the stated issues.

The Commission submitted an initial report to the President on May 24, 1961. In that report the Commission reviewed the history of the dispute, analyzed the problems, and established guidelines to aid the parties in reaching a negotiated settlement. The President stated on receipt of the report:

> It is my firm and strong belief that it is the obligation of the carriers and the unions to negotiate a final settlement of their differences on the basis of these recommendations. They must in the light of overriding public interest resolve their differences at the bargaining table.
>
> One thing is clear: we cannot have further strikes over these disputed issues. There can be no legitimate excuse for interruptions of service now that these Commissions [2] have marked out the areas of fair and reasonable settlement. The public deserves, expects and demands that such settlements be reached.

Using the May 24 report as a framework, the parties have endeavored to resolve by negotiation the difficult problems that divide them. The Commission on a number of occasions has met with the parties. In the area of greatest difficulty—a reconcilliation of the positions of the two unions—most progress was made on Pan American World Airways and Trans World Airlines through the Joint Committees on Interunion Cooperation established pursuant to the Commission's May 24 recommendations. While serious differences still remain, all parties recognize the need for an early and final settlement.

It is the judgment of the Commission that the detailed recommendations contained in this further report, amplifying its May 24 report, can and should be accepted by all parties as a final settlement of all issues before the Commission.[3]

The Administration has been at pains to put all parties on notice that the problems of the cockpit must be solved, that, absent a solution by other means, this Commission has the responsibility of recommending a solution, and that its recommendations will be fully supported by the Government. The Commission is aware that this report calls for accommodations by all the parties. The Commission did not undertake its task with a view to awarding victory to one side or another; its concern is to promote the national interest, shared by the carriers and all their employees, in the safe, efficient, and economical operation of the airlines, and to take fair account of the interests of individual pilots and flight engineers in their jobs. The Commission is confident that, to these ends, the parties are willing to make the necessary adjustments as a lasting contribution to labor peace in this essential industry.

Crew Complement: Transition to Three-man Crews

To promote "economical, yet safe, air transportation," the Commission in its May 24 report recommended that the turbojet flight deck crew be composed of three men. For those carriers now operating with four-man crews, however, the Commission stated that the reduction in crew size must be affected "with reasonably adequate protection for the job equities of those employees who may be adversely affected."

[1] The order was amended to include Western Air Lines by Executive Order No. 10922, dated February 23, 1961.

[2] Referring as well to Emergency Board No. 136, appointed by the President pursuant to the Railway Labor Act to investigate unadjusted disputes between Northwest Airlines and certain of its employees represented by the International Association of Machinists.

[3] The recommendations of the Commission apply primarily to the carriers now operating turbojet equipment with four-man crews: American Airlines, Eastern Air Lines, Pan American World Airways, and Trans World Airlines. The Commission recognizes that some of the recommendations have no application to the other carriers, and others may have to be adapted to meet their special circumstances. For example, National Airlines has never operated its turbojets with four-man crews, and The Flying Tiger Line has not yet put turbojets into service.

The Commission repeats its endorsement of the three-man crew on turbojet aircraft. To ease the transition for flight engineers and pilots, the Commission has recommended a gradual phasing out of four-man crews rather than an abrupt reduction. The interim continuance of some four-man crews is designed to provide job protection for some pilots and senior flight engineers.

With respect to three-man turbojet crews, the Commission has recommended that present flight engineers have a bidding priority for the third seat, both because the seat has historically been occupied by the flight engineer and because the pilot has bidding rights to other crew positions.[4] In order to qualify for the third seat on three-man turbojet crews, flight engineers will be required to take certain pilot training.

The Commission's recommendations protect the job equities of pilots in several ways. First, as mentioned above, a substantial number of second officers' seats on four-man crews will remain available for bidding by pilots during the transition period. Second, pilots are accorded bidding rights to all vacancies not filled by presently active flight engineers and new hires for all cockpit jobs will be pilots. Finally, pilots are given substantial guarantees against loss of pay in the event the transition to three-man crews places them in lower paying flight assignments or results in their furlough.

The Commission's detailed recommendations for making the transition to three-man crews are as follows:

1. *Maximum number of four-man crews.*

Except as it may be provisionally necessary during the training period as specified in paragraph 5(a)(3) below, a carrier shall not be required to operate with a number of four-man crews greater than the number of four-man crews it utilized as of May 24, 1961.

2. *Flight engineers who may fly as members of four-man crews.*

a. A number of flight engineers equal to the maximum number of four-man crews as determined under paragraph 1 above shall be designated as Group A flight engineers. Group A flight engineers shall have the right, subject to their seniority as flight engineers and the regular flight engineer bidding procedures under the applicable working agreements, to serve as members of four-man crews on turbojet equipment of the types[5] in service on the carrier on May 24, 1961, without the qualifications defined in paragraph 4 below, and to receive flight engineer equipment training on such aircraft.

b. Such Group A flight engineers on each carrier shall be those individuals who, on October 15, 1961, have system-wide seniority numbers equal to or lower than the maximum number of four-man crews as determined under paragraph 1 above.

c. All flight engineers in the active employ of the carrier as of October 15, 1961, other than Group A flight engineers, shall be designated as Group B flight engineers.

d. Any Group A flight engineer who did not have, as of May 24, 1961, a commercial pilot's license and instrument rating, shall be transferred from Group A to Group B if and when he obtains, at his own election, the qualifications defined in paragraph 4 below.

e. Any Group A flight engineer who had, as of May 24, 1961, a commercial pilot's license and instrument rating, shall be transferred from Group A to Group B if and when he obtains the additional qualifications defined in paragraph 4 below or declines the carrier's offer of training for such qualifications.

f. Any Group A flight engineer who successfully bids a turbojet assignment and thereafter fails to exercise his seniority to bid turbojet equipment, when available at his domicile, in preference to other equipment, shall be transferred from Group A to Group B.

g. It is contemplated that the number of flight engineers in Group A will be reduced by such means as normal attrition and voluntary acceptance of the carrier's offer of severance pay, early retirement, and ground jobs, in addition to the means provided for in paragraphs 2(d), (e), and (f) above.

3. *Operation with three-man crews.*

Except as it may be provisionally necessary during the training period as specified in paragraph 5 (a)(3) below, a carrier may operate any turbojet aircraft with three-man crews whenever the occupant of the flight engineer's seat, determined in accordance with the bidding procedures specified herein and in the applicable working agreement, is not a Group A flight engineer.

4. *Qualifications.*

a. The Commission recommends, in accordance with its May 24 report that new hires for flight engineer vacancies shall be qualified for employment as pilots. Any new hire or present pilot, of course, will be required to have a flight engineer's certificate if, under the provisions of paragraphs 5(b) and (c) below, he is assigned to fill a vacancy for which such a certificate is required. The Commission recommends that no additional qualifications be required of present pilots or new hires in order to fill such flight engineer vacancies, except to meet the requirements of a determination by appropriate governmental authorities or by agreement of all the parties.

b. With respect to actively employed flight engineers, only the qualifications to be required for the third seat of a three-man turbojet crew are in issue. No additional qualifications are needed for a Group A flight engineer occupying the flight engineer's seat on a four-man turbojet crew or for any actively employed flight engineer occupying the flight engineer's seat on non-turbojet equipment. The question is limited, therefore, to the qualifications of a present flight engineer while occupying the third seat in a three-man turbojet crew.

In its May 24 report, the Commission recommended that incumbent flight engineers wishing to bid the third seat should possess a "commercial pilot's license and instrument rating, and such other airman training, if any, as the parties may agree is necessary." The parties have approached the problem of qualifications with differing viewpoints and objectives. Though encouraged and given every opportunity by the Commission to do so, they have been unable to agree. The Commission now has the duty, under its assignment from the President, to make a recommendation to resolve the impasse.

The Federal Aviation Agency, in establishing governmental standards of safety, has defined an appropriate turbojet crew as consisting, in general,[6] of two qualified pilots and a third crew member possessing a flight engineer's certificate. This third crew member may have either a piloting or a mechanical background. Through collective bargaining, ALPA has succeeded

[4] A similar priority was recently provided for the Northwest Airlines flight engineers by Emergency Board No. 136.

[5] For purposes of this report, the Commission intends that the 100, 200, and 300 series of the Boeing 707 constitute a single type of turbojet equipment. The Boeing 720 and 720-B together constitute another type, and the 727, a separate type. The Convair 880 and 990 are also two separate types of equipment.

[6] Additional requirements apply under some circumstances on overseas flights.

in persuading carriers operating turbojet equipment to include a third pilot in the crew. This third pilot either holds a flight engineer's certificate and performs the flight engineer's function on a three-man crew, or he serves as part of a four-man crew which includes a flight engineer in addition to the three pilots. The piloting qualifications of this third pilot vary. The least common denominator is possession of a commercial pilot's license and instrument rating. Beyond that, the common standard appears to be ability to relieve the copilot, although the application of that standard also varies. Any recommendation, to be acceptable to ALPA, presumably must meet that standard. To be fair to the individual flight engineer, it must not be unduly onerous in terms of his ability to meet the prescribed qualifications, having in mind the age distribution of the incumbent flight engineers and the fact that in most cases they have mechanical rather than piloting backgrounds. To be worthwhile to the carriers, it must be operationally and economically sound. To be in the public interest, it must insure safe,[7] efficient and economical operations and contribute to industrial peace. In the Commission's judgment, the following recommendation meets those criteria:

A flight engineer in the active employ of the carrier on October 15, 1961, who is to serve on a three-man turbojet crew, shall receive training that will enable him, in the event of an emergency created by the incapacity or unavailability of one of the two pilots, to provide appropriate assistance to the pilot then in command by possessing the following qualifications in addition to a valid flight engineer certificate:

(1) A commercial pilot's certificate and instrument rating;[8]

(2) Qualifications in the type aircraft to which assigned as follows:

(a) Ability to execute en route, approach, and landing copilot duties in the emergency situation specified above, including checklist functions, as would be performed by the second in command at the direction of the pilot in command, other than manipulation of the primary flight controls;

(b) Ability to manipulate the flight controls of the turbojet airplane by reference to flight instruments to the following extent: straight and level flight, normal turns, climbs, and descents at the various normal operating speeds, but not including takeoffs and landings;

[7]On this aspect of the problem, the Commission, at its request, has had the benefit of information and assistance from governmental officials concerned with safety and efficiency in aircraft operations, as authorized by section 3 of Executive Order 10921.

[8]The Commission has requested the Federal Aviation Agency to study the possibility that waivers for medical reasons attached to existing flight engineer certificates may be carried over to the pilot certificates, for the limited purpose of qualifying for the third seat.

EXECUTIVE ORDER 10921

ESTABLISHING A COMMISSION TO INQUIRE INTO A CONTROVERSY BETWEEN CERTAIN AIR CARRIERS AND CERTAIN OF THEIR EMPLOYEES

By virtue of the authority vested in me as President of the United States, it is ordered as follows:

Section 1. There is hereby established a Presidential commission to consider differences that have arisen regarding the performance of the flight engineer's function, the job security of employees performing such function, and related representation rights of the unions, namely, the Flight Engineers' International Association and the Air Line Pilots Association on the following carriers: Pan American World Airways, American Airlines, Trans World Airlines, Eastern Air Lines, National Airlines and The Flying Tiger Line. The commission shall be composed of three public members who are hereby appointed as follows: Professor Nathan Feinsinger, Chairman; Professor Richard Lester; and Professor J. Keith Mann.

Section 2. The commission is authorized and directed to investigate and to inquire into such issues with the objective of making a report to the President, including its findings and recommendations with respect thereto and assisting in achieving an amicable settlement and agreement with respect to such issues involving the above-mentioned parties. In connection with its inquiry, the commission is authorized to hold such public hearings and to hear such witnesses as it may deem appropriate.

Section 3. All executive departments and agencies of the Federal Government are authorized and directed to cooperate with the commission in its work and to furnish the commission with such information and assistance, not inconsistent with law, as it may require in the performance of its duties.

Section 4. The chairman and members of the commission shall receive such compensation and expense allowances as the President shall hereafter fix, in a manner to be hereafter determined.

JOHN F. KENNEDY

THE WHITE HOUSE,
February 23, 1961

EXECUTIVE ORDER 10922

AMENDING EXECUTIVE ORDER OF FEBRUARY 21, 1961, ESTABLISHING A COMMISSION TO INQUIRE INTO A CONTROVERSY BETWEEN CERTAIN AIR CARRIERS AND CERTAIN OF THEIR EMPLOYEES

By virtue of the authority vested in me as President of the United States, it is ordered as follows:

Order No. 10921, establishing a commission to inquire into a controversy between certain air carriers and certain of their employees, dated February 21, 1961, is hereby amended to include Western Air Lines within the mentioned air carriers.

JOHN F. KENNEDY

THE WHITE HOUSE,
February 21, 1961

Associated Press Wirephoto

Dr. Nathan Feinsinger

(c) The training for and demonstration of the ability required by paragraphs (a) and (b) immediately above may be accomplished in a turbojet simulator.

(3) Ability to operate radio communications and navigation equipment and weather radar;

(4) Ability to read and interpret en route, terminal area, and approach charts;

(5) Ability to copy and interpret air traffic control clearances and give position reports when required; and

(6) Ability to maintain appropriate flight logs.

The Commission has been advised by the Federal Aviation Agency that the standard of pilot qualifications specified above for flight engineers when they occupy the third seat of a three-man crew fully satisfies the requirements of safe and efficient operation of turbojet aircraft.

c. In order that the protection of Group A and Group B flight engineers' job and seniority rights as herein provided may be a continuing reality, the above pilot qualifications shall not be altered for them except to meet the requirements of a determination by appropriate governmental authorities or by agreement of all the parties. Similarly, no pilot qualifications shall hereafter be required of Group A flight engineers while serving on four-man turbojet crews, or of Group A and Group B flight engineers to serve on piston and turboprop equipment.

5. *Bidding priorities.*

a. Actively employed flight engineers.

(1) All flight engineers in the active employ of the carrier as of October 15, 1961, that is, all Group A and Group B flight engineers, shall have prior rights to bid the flight engineer's seat on all equipment, turbojet and non-turbojet. As among these flight engineers, bidding rights to that seat shall be determined in accordance with their seniority as flight engineers and with the regular flight engineer bidding procedures under the applicable working agreements; the bidding rights of a flight engineer shall not depend on whether he has obtained the qualifications defined in paragraph 4 above or the date on which he has obtained such qualifications.

(2) Any Group A flight engineer who successfully bids a turbojet assignment will fly as a member of a four-man crew, and any Group B flight engineer who successfully bids a turbojet assignment will fly as a member of a three-man crew, except as provided in paragraph 5(a)(3) below.

(3) Any Group B flight engineer who successfully bids a turbojet assignment and does not then possess the qualifications defined in paragraph 4 above, and any Group A flight engineer who successfully bids an assignment on turbojet aircraft of a type not in service on the carrier on May 24, 1961, shall, upon obtaining the flight engineer equipment training required for such aircraft, be permitted to fly for a provisional period as a member of a four-man crew while undergoing training for such qualifications.

b. Pilots.

Flight engineer vacancies which cannot be filled by Group A or Group B flight engineers may be filled by employees on the pilots' seniority list, whether on active or furlough status. Bidding rights to such vacancies as among pilots shall be determined according to their seniority as pilots. When a pilot is assigned to the flight engineer's seat on a piston or turboprop aircraft or to the third seat of a three-man turbojet crew, he shall retain his position on the pilots' seniority list and when first so assigned shall be placed on the flight engineers' seniority list below all Group A and Group B flight engineers. The relative seniority of pilots so placed on the flight engineers' seniority list, as among themselves, shall be the same as their relative seniority on the pilots' seniority list.

c. New hires.

New hires for flight engineer vacancies, who will be qualified for employment as pilots, shall be placed on both the pilots' and the flight engineers' seniority lists. Their bidding rights to flight engineer vacancies and their positions on the flight engineer's seniority list relative to other pilots will be determined according to their seniority as pilots.

New hires for pilot vacancies will be placed on the pilots' seniority list and will exercise rights to bid flight engineer vacancies as provided in paragraph 5(b) above.

6. *Training.*

a. Actively employed flight engineers.

(1) All flight engineers in the active employ of the carrier as of October 15, 1961, that is, all Group A and Group B flight engineers, shall be entitled to receive the training necessary for the qualifications defined in paragraph 4 above at the carrier's expense but on the employee's own time, provided, however, that during his training period, which shall be of reasonable duration, each flight engineer shall be scheduled for not more than 60 hours of flight time in each calendar month and shall be compensated as though he had been scheduled for and had completed a regular flying assignment.

(2) The training necessary for the qualifications defined in paragraph 4 above shall be offered to all Group A and Group B flight engineers in accordance with their seniority, with the following exceptions:

(a) The carrier may offer prior training to flight engineers who, on May 24, 1961, possessed a commercial pilot's license and instrument rating. The prior training of these flight engineers shall not, however, interfere with the bidding rights of more senior flight engineers.

(b) For a period of three years beginning October 15, 1961, the carrier shall not in any one year offer training to more than one-third of the flight engineers described in paragraph 2(e) above.

(3) The carrier need not offer flight engineers such training at a rate greater than that required by the needs of its service.

(4) Any Group B flight engineer who

(a) accepts the carrier's offer of training for the qualifications defined in paragraph 4 above and fails to obtain such qualifications within a reasonable time thereafter or

(b) successfully bids a turbojet as-

signment, is offered such training, and fails to obtain such qualifications within a reasonable time thereafter shall become ineligible to bid for or to continue a turbojet assignment unless and until he acquires such qualifications on his own time and at his own expense.

(5) Any Group A flight engineer who successfully bids an assignment on turbojet aircraft of a type not in service on the carrier on May 24, 1961, is offered training for the qualifications defined in paragraph 4 above, and fails to obtain such qualifications within a reasonable time thereafter, shall become ineligible to bid for or to continue an assignment on turbojet aircraft of a type not in service on the carrier on May 24, 1961, unless and until he acquires such qualifications on his own time and at his own expense. However, he shall not be transferred from Group A to Group B unless paragraph 2(e) applies.

b. Pilots.

The training necessary for employees on the pilots' seniority list as of October 15, 1961, to obtain a flight engineer certificate shall be provided at the carrier's expense but on the pilot's own time, provided, however, that during his training period, which shall be of reasonable duration, each pilot shall be scheduled for not more than 60 hours of flight time in each calendar month and shall be compensated as though he had been scheduled for and had completed a regular flying assignment. Such training shall be provided in accordance with the needs of the carrier's service for such pilots to fill any such flight engineer vacancy.

7. *Pay protection for pilots.*

Employees on the pilots' seniority list as of October 15, 1961, who are displaced to lower paying flight assignments or furloughed as a result of reduction from four- to three-man crews shall receive certain pay guarantees, as provided below.

a. Second officers.

A monthly pay guarantee shall be made to any pilot who is displaced from an assignment as a second officer on turbojet aircraft as a result of reduction from a four- to a three-man crew.

(1) **Guarantee period.**

The pay guarantee period, determined as of the date of his initial displacement and not subject to later change, shall equal the cumulative time he has served as a second officer on turbojets. In the event of his furlough, the running of the guarantee period shall be suspended until his recall. In the aggregate, a pilot's pay guarantee period under this provision shall be not less than 12 nor more than 48 months.

(2) **Guarantee level.**

The guaranteed monthly pay level, determined as of the date of his initial displacement and not subject to later change, shall be the average that he earned during the 6 months of his compensated employment as a pilot immediately preceding the date he was first displaced from his turbojet assignment by reason of reduction to a three-man crew. However, this pay level shall not exceed his highest monthly earnings as a second officer during that period.

b. Pilots junior to second officers.

If, by reason of the exercise of seniority by a pilot who has been displaced from a second officer assignment as a result of reduction from a four- to a three-man crew, any pilot junior to him is displaced from a non-turbojet assignment, he shall be entitled to a monthly pay guarantee.

(1) **Guarantee period.**

The pay guarantee period of each such junior pilot shall equal the cumulative time that the pilot who has caused his displacement served as a second officer on a turbojet, but shall

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be not less than 12 nor more than 48 months. The guarantee period shall start to run, and shall not be subject to later change, for each such junior pilot, as of the date of the senior pilot's displacement as a second officer. The identity of each such junior pilot will be determined upon his own displacement from a non-turbojet assignment. For each such junior pilot, the running of this period shall be suspended in the event and for the duration of his own furlough, without reference to the active or furlough status of the displaced second officer.

(2) **Guarantee level.**

The guaranteed monthly pay level of each such junior pilot shall also be determined as of the date of displacement of the second officer and shall not be subject to later change. This pay level shall be the average that the junior pilot earned during the 6 months of his compensated employment as a pilot immediately preceding the date of displacement of the second officer.

c. Pay protection generally.

(1) Once a pilot has become entitled to a pay guarantee under either paragraph 7(a) or (b), his rights shall not be increased or reduced by subsequent events. No pilot shall be entitled to more than one period of pay guarantee.

(2) If a pilot who is entitled to a pay guarantee under either paragraph 7(a) or (b) fails to exercise his seniority for the maximum paying job available to him at his domicile, the pay protection he is to receive shall be reduced by the difference between such maximum paying job available and the job that he has bid.

d. Furloughs.

Any pilot furloughed as a result of the reduction of a turbojet crew from four men to three shall retain recall rights as provided in the applicable working agreement and shall, while on furlough, be eligible for a monthly pay guarantee, which shall be separate from and in addition to the guarantee provided in paragraphs 7(a) and (b) above.

(1) **Furlough pay guarantee level.**

The level of this guarantee shall be equal to the monthly average that he earned during the 6 months of his compensated employment as a pilot immediately preceding his initial displacement as a result of reduction from four- to three-man crews.

(2) **Furlough pay guarantee period.**

The period of the guarantee shall be one month for each year of his compensated service as a pilot, with a minimum guaranteed pay period of six months. The length of the guarantee period shall be determined as of the date the pilot is initially furloughed, and shall not be subject to later change. The running of the period shall be suspended during any subsequent recall to service.

e. Reduction of crews on turbojet equipment from four to three may result in some loss of promotional opportunities for pilots on piston and turboprop equipment. The significance of any such loss will vary from carrier to carrier and among pilots on a single carrier, and is impossible to calculate in individual cases over a period of time. As a practical means of compensation, the Commission has considered the possibility of such losses for pilots as a group in formulating its recommendations with respect to the amount and duration of pay guarantees.

8. *Severance pay and alternatives for flight engineers.*

a. Any Group A or Group B flight engineer who is hereafter furloughed and whose furlough would have been avoided had he possessed the qualifications defined in paragraph 4 above may elect to be severed from employment and to receive a severance allowance, payable as the parties may determine, in an amount equal to one month's pay for each year of his compensated service as a flight engineer with the carrier, subject to a minimum of $10,000 and a maximum of $25,000. One month's pay, for the purpose of computing the severance allowance due such a flight engineer, shall be his average monthly pay over the consecutive six months' period of his highest earnings as a flight engineer in the service of the carrier.

b. Any Group A or Group B flight engineer who is hereafter furloughed and whose furlough is not or would not have been prevented by his possession of the qualifications defined in paragraph 4 above shall continue as an employee of the carrier, his recall rights shall be determined under the applicable working agreement, and his rights under paragraph 5(a) shall not be diminished.

c. Flight engineers on furlough as of October 15, 1961, shall be severed from employment. Any such flight engineer who under the applicable working agreement would have been recalled to service but for the provision for filling flight engineer vacancies from the pilots' seniority list or by pilot-qualified new hires shall receive severance pay in an amount equal to one month's pay (for the job to which he would have been recalled) for each year of compensated service with the carrier, up to a maximum of six months' pay.

d. The Commission suggests that, if appropriate ground jobs or other employment opportunities become available, the flight engineers entitled to severance pay under paragraphs 8(a) and 8(c) be offered the opportunity to accept such employment, provided that, for each year a flight engineer serves in such employment, one year of his service as a flight engineer shall not be taken into account in computing the amount of any severance pay to which he may be entitled.

Merger and Representation

In its May 24 report the Commission stated:

> Some beginning must be made toward cooperation between the two organizations if their relationships are not to go from bad to worse, with the public, the carriers, and the individual pilots and flight engineers suffering the consequences.

The Commission recommended as a first step the establishment of a Joint Committee on Interunion Cooperation on each airline. As a permanent solution, the Commission strongly endorsed the voluntary merger of FEIA and ALPA into a single union.[9] The Commission is now more than ever convinced that such a merger would benefit the individual flight engineers and pilots, the carriers, and the traveling public.

The Commission believes that eventual representation of all flight deck crew personnel by a single union is inevitable. That end will come about in one of two ways—through a resumption of warfare between the two unions, or through a voluntary merger on fair and honorable terms. The choice is clear.

The Commission believes that merger would do more than protect the public interest against continued strife between the two unions and risk of further stoppages. It is the surest way

[9] In a letter to the Chairman of the Commission dated June 13, 1961, acknowledging receipt of a copy of the Commission's May 24 report, AFL-CIO President George Meany stated: "As you know, the AFL-CIO has devoted a great deal of time and energy, in recent years, to the effort to resolve the controversy between the FEIA and the ALPA in a fair and equitable manner. We arrived some time ago at the conclusion that a voluntary merger between the two groups would be the only effective and durable solution and have so recommended. I am pleased to note that the Commission's report lends further support to that conclusion."

to protect the interests of individual engineers and pilots and should not reduce but should increase the effectiveness of collective representation of all cockpit crew members.

The Commission is aware of the concern expressed by the engineers that merger of the unions would mean submergence of their interests and a blunting of their means of self-expression. In formulating its recommendations, the Commission has kept these anxities clearly in mind. It is confident that a plan of merger, embodying suitable safeguards for the rights and equities of individual pilots and flight engineers, can be perfected and incorporated into an agreement between the two organizations that would not be subject to later change except with the consent of the groups affected. Through such an agreement, reached voluntarily, the opinions and interests of the engineers can enjoy a full measure of legally enforceable security. Delay will only dilute, not enhance, this opportunity to negotiate lasting protection for the interests of FEIA members.

Having urged upon FEIA the importance of merger, in its own and in the public interest, the Commission now urges upon ALPA the need to refrain from any legal action intended to change existing rights of representation in the cockpit pending merger negotiations. If ALPA is to cooperate with FEIA to establish a relation of mutual respect and confidence, which is essential before serious merger talks can succeed, it may fairly be asked to give FEIA and its Chapters reasonable assurance against attempts to impair their existing representation rights through a craft or class petition to the National Mediation Board under the Railway Labor Act like that filed in the United Air Lines case.[10] Moreover, the FEIA organization should not suffer an increased risk of loss of its representation rights through compliance with the Commission's recommendation concerning additional qualifications for flight engineers. On the other hand, ALPA cannot reasonably be requested to refrain from such action for the indefinite future with no assurance that FEIA will cooperate with it in eliminating the sources of friction which led to the creation of the Commission.

With these considerations in mind, the Commission's recommendations for a merger of the two unions are as follows:

1. ALPA and FEIA should be merged into one organization that will represent pilots and flight engineers.

2. To aid in the accomplishment of this objective, the Joint Committees on Interunion Cooperation recommended in the Commission's May 24 report shall continue to function. A public member or members to assist the Joint Committees shall be selected on each carrier. If any Joint Committee cannot agree on its public member or members, the Commission respectfully requests that the Secretary of Labor shall make the designation. The Joint Committees shall meet at least quarterly after the date of this report.

3. It is recommended that ALPA voluntarily refrain from instituting legal proceedings to change existing rights of representation of the occupant of the flight engineer's seat, including occupants of the third seat on turbojets carrying a three-man crew, for a minimum period of two years from the date that the recommendations of the Commission are placed into effect on the airline concerned. If merger should, notwithstanding the efforts recommended above, not be achieved during such period, the entire subject of representation will presumably be reviewed by both unions in light of the progress made toward a final resolution of their differences.

During the interim period when merger is under consideration, there should be no occasion to change the basic representation rights of the two unions.[11] ALPA will continue to represent the captain and copilot on all equipment and the second officer on four-man turbojet crews. FEIA will continue to represent persons serving in the capacity of flight engineer on all equipment including the occupant of the third seat on three-man turbojet crews. The Commission recommends, however, that incumbent pilots or new hires assigned to flight engineer vacancies who have previously joined ALPA shall, upon their request, be released by FEIA from applicable union security requirements, including agency shop arrangements, without any impairment of their job rights. The Commission also recommends that the two unions take appropriate steps to insure that members of each may continue to participate in existing retirement and insurance programs.

During the course of the Commission's proceedings, a promising beginning has been made on some carriers toward establishing cooperation between the two unions. The Commission suggests that progress toward further improvement of reliationships takes the form of meaningful consultation and, if found to be practicable, joint bargaining concerning rates of pay, rules, and working conditions applicable to the third seat on three-man turbojet crews.

Conclusions

This is not a conventional labor dispute between one union and one employer. The issues to which the President directed the Commission to address itself have been increased in complexity by the involvement of two unions with competing interests and seven carriers with separate bargaining histories. So critical was the February strike that the President took the unusual step of creating this Commission. Every facility of the Government was placed at the disposal of the Commission in its effort to eliminate the source of the strife that for years has seriously affected air transport services and the Nation's economy.

The Commission's goal will not have been achieved by providing a solution on paper. A solution in practice is what the Commission has proposed and what the public has a right to expect. There is no occasion for further delay. Accordingly, the Commission requests the parties, with such assistance by the National Mediation Board as may be appropriate under the Railway Labor Act and the Board's usual practices, to arrange for prompt meetings for the purpose of implementing the Commission's recommendations and completing agreements on all open contract issues.

Respectfully submitted.

Richard A. Lester, Member
J. Keith Mann, Member
Nathan P. Feinsinger, Chairman

William A. Norris, Counsel
Anne von der Lieth, Assistant
Eilene F. Bellon, Secretary

October 17, 1961
Washington, D. C.

[10] See Application of Air Line Pilots Association, NMB File No. C-2946 (Jan. 17, 1961); UNA Chapter, Flight Engineers' International Association v. NMB, 48 L. R. R. M. 2620 (D. C. Cir., July 13, 1961).

[11] Pursuant to the Railway Labor Act, the National Mediation Board has, of course, exclusive jurisdiction to make rulings with respect to the representation of employees of air carriers.

ICAO Personnel Licensing Medical Divisional Meeting

By CAPTAIN J. H. FOY, *Regional Vice-President of IFALPA*

AS an IFALPA Representative, I attended the medical portion of this meeting for the first two weeks of May, 1961.

Perhaps a short introduction would serve a useful purpose for CALPA readers. The meeting was held in Montreal and was attended by representatives from 29 countries and five international organizations. Important from a pilot's point of view is that ICAO meetings of this kind can recommend medical standards that affect every airline pilot in the world. It is difficult to believe, with the radically changing nature of aviation and the vast experience gained almost daily, that the last medical meeting of this kind was held eight years ago. The meeting is conducted in a fashion similar to our own Biennial Convention. The substantive work is done in subcommittees and reports are drafted and approved here, prior to their being submitted for approval at the larger Plenary session. Acceptance of reports and voting is usually unanimous in the Plenary sessions. Pilots representing IFALPA can take full part in discussions at all the various meetings and sessions and after two weeks of listening to the specialized language of medicine, words like electrocardiography, cardiovascular, electroencephalography become second nature.

The meetings are conducted in three official languages—French, Spanish and English—with the appropriate translation available through the wearing of earphones.

During December, 1960 an IFALPA Study Group meeting was held in London to discuss the items on the Agenda of PEL/MED Meeting. From the Study Group meeting and along with over-all IFALPA policy, a brief is prepared for the IFALPA delegates to use at the PEL/MED Meeting.

Discussions touched every phase of aviation medicine but of particular interest to CALPA members was the item relating to Visual Acuity. This was perhaps the first major medical project CALPA undertook with the D.O.T., with the initial correspondence dating back to over three year ago. CALPA presented a brief on the subject to the D.O.T. and correspondence was carried on since that time, along with several meetings in Ottawa. Over two years ago we took steps to crystallize IFALPA policy in this area at the Helsinki Conference, following it up in Istanbul and Mexico City, always pointing toward the PEL/MED Meeting which has been scheduled for two years.

Visual acuity standards

Every pilot would have been pleased to see and feel the atmosphere at the PEL/MED Meeting. Doctors from all countries are relating the medical requirements to the actual job of flying, and realize that, with the aging pilot population, some of the requirements are too restrictive. Some countries made liberal use of the "flexibility" clause to overcome medical licensing difficulties. This was true in the visual acuity area and delegates, after discussion, unanimously agreed that the "flexibility" clause might be applied with full consideration of all its sub-paragraphs to the case of experienced pilots who fail to meet the minimum limits of uncorrected visual acuity. As well as allowing flexibility to apply the actual regulation has been changed from 20/60 to 20/100 for a senior pilot where refraction is the limiting factor on renewal of license. Our long pursuit of this question has borne fruit.

On a very close vote, delegates recommended that age 60 be the limit for air line pilots in international operations. IFALPA policy here is that there be no age cutoff and this item engendered the liveliest exchanges of the meeting. Due to the fact that age 60 was not voted by an absolute majority, I do not believe the recommendation will go through.

Some relaxation was also recommended on diabetes. It was generally agreed that the requirements were too severe in cases of transient hyperglycemia in pilots in the senior age group. Some cases can be controlled by diet to reduce weight and caloric intake and it was agreed that this type of difficulty should not be classed as permanently unfit.

An interesting exchange of views took place on the high altitude visual problems, however, it was felt this subject was not yet mature enough to effect licensing standards although further international exchange of experience is desirable.

Consideration of the need for uniformity in the use of contact lenses was discussed and agreement was reached that while use of contact lenses should not be encouraged, their use could be tolerated in special cases.

Frequency of examinations

It was decided to maintain the present 6-monthly interval between medical examinations although, surprisingly enough, there was support for lengthening this interval in the under 40 age group.

An exchange of views on mental fitness requirements received lengthy discussion, with all countries attaching considerable importance to this problem and believe that it must be carefully considered. Examination procedures vary widely in different countries with electro encephalography being used to a considerable extent particularly as part of the neurilogical ex-

Hardy Photography, Toronto

CAPTAIN J. H. FOY, a pilot for TCA, has a distinguished record of service both to the Canadian Pilots Association and the International Federation of Air Line Pilots. Captain Foy was president of CALPA from 1956 to 1960 and is currently a board member. He is presently a Regional Vice-President of IFALPA representing the North American Arctic region. He attended the 26th annual IFALPA conference in Mexico City, March, 1961, and was IFALPA representative to the ICAO meeting held May, 1961.

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mination in the evaluation of doubtful cases. While it was agreed to recognize the extreme importance of mental fitness, the meeting considered the existing requirements satisfactory since they allowed countries to establish their own requirements for mental fitness, depending on different conditions.

Under one of the agenda items an exchange of views took place on the general aspects of all the medical requirements. Among the many items discussed were latent epilepsy, head injuries, hernia, amputees, pneumectomy, spontaneous pneumothorax, blood pressure, hearing requirements and color perception.

I would like to mention the hearing requirements in particular. Many countries felt that the aural 8 foot test was unrealistic and that pilots who failed this test were found to hear satisfactorily, both on the ground and in the air. Many countries permitted the use of hearing aids both in the air and on the ground and also permitted pilots to fly after a successful fenestration operation. It was again apparent here that countries have adopted a very realistic attitude toward certain hearing deficiencies.

It would be too lengthy to give details here on all the items but if any readers would care to contact me on specific subjects I would happily pass on to them the thoughts expressed at the meeting. Generally on most of these items it was agreed that the present requirements were workable if all aspects were studied properly and directly related to the flying job being done.

International standards

The last agenda item was an exchange of views on problems within the general field of aviation medicine with a view to indicating ways in which ICAO could promote international uniformity. This discussion ranged far and wide and touched such matters as environmental problems, airport hygiene, aviation toxicology, hearing conservation of airport staff, research, medical aspects of accident investigation, human factors engineering, physiological aspects of survival and rescue, first aid techniques and training of aircrew in aviation medicine. Several important recommendations were made as a result of these particular discussions. Three of the more interesting ones were: that the intervals between ICAO Meetings should be shortened; that ICAO maintain a reference file on medical reports of interest, related to the assessment of fitness and the interpretation of fitness in doubtful cases; and the benefits of the inclusion of specialists in aviation medicine in accident investigation teams.

The sharing of experience not only on personnel licensing, but on the numerous other problems of aviation medicine, and the realistic approach apparently being adopted, was a great privilege for me and a meeting that I shall not soon forget.

MERGERS AND LEGAL . . .

Continued from page 6

However, to be eligible an employee must be displaced within three years from the effective date of the merger.

Dismissal allowance

This protection extends to employees who, as a result of the merger, are deprived of their employment. The total dismissal allowance is based on length of service. It is a monthly allowance equivalent to 60 per cent of the average monthly compensation during the last twelve months of employment. The 60 per cent average in any individual case is multiplied by the figure in the right hand column; the sum total is the "Dismissal Allowance."

1 - 2 Years	6 Months
2 - 3 Years	12 Months
3 - 5 Years	18 Months
5 - 10 Years	36 Months
10 - 15 Years	48 Months
15 Years and over	60 Months

Real estate losses

These provisions apply to employees retained in service after the merger and are required to change the point of employment as a result of the merger. Real estate losses, if any, are determined by the "fair value" of the employee's property less the actual sale price.

"Fair value" is determined as of a date sufficiently prior to the merger, so as to be unaffected by the merger. If the property is not sold within a "substantial period of time after the merger," the "fair value" is determined as of a date as is closely related to the date of sale as is possible. The company, in either case, has the option to purchase the property at the "fair value" figure.

Employees who are under contracts to purchase real estate are covered. Employees obligated by property leases

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TURBINE-POWERED FLEETS OF THE WORLD'S AIR LINES
(In service and on order)

	Esso's Provisional List As of Sept. 25, 1961
TURBO JETS	
Boeing 707	207
Boeing 720	122
Caravelle	141
Comet IV	58
Convair 990 (600)	37
880	52
Douglas DC-8	169
Boeing 727	117
TURBO JETS	
DH-121 Trident	24
Vickers VC-10	52
BAC 111	10
Total	989

	Esso's Provisional List As of Sept. 25, 1961
TURBO PROPS	
Britannia	60
Electra L-188	172
Friendship F-27	163
Vanguard	43
Viscount V-800	143
V-700	257
Argosy	14
Avro 748	20
Canadair CL-44D4	19
Canadair-Convair 540	16
Herald	12
Il 18	13
YS-11	25
Total	957

The September, 1961, issue of *The Air Line Pilot* carried an article titled "Turbine power aircraft gaining, still more piston" which gave statistics on the number of turbine powered aircraft—by type—in use by the air lines of the world. The information for that table came from the *ICAO Bulletin*, Volume XVI, Number 4, 1961. Since publication of these figures, it has been called to our attention that these figures are now out-moded. The Aviation Department of Esso International Inc., which publishes the authoritative *Esso Air World Survey*, has supplied us with new figures as of September 25, 1961. Their figures, according to their letter, "is based on firm orders placed on the aircraft companies as published in various trade journals and news releases. However, before it is published we also check with each aircraft manufacturer."

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MERGERS AND LEGAL . . .

Continued from page 29

are also protected. These protections extend for three years after the effective date of the merger.

The protections under discussion, by necessity, have been covered on a rather broad basis and scope. At this time it would appear that prime interest and concern involves Displacement Allowances.

Procedures for processing displacement claims are provided for in the Board's Protective Provisions. As a practical matter the procedures permit settlement of such claims on a direct basis between employee and company. If the parties cannot agree or fail to settle on this basis, procedures for settlement by arbitration are provided. If, in the future, the situation warrants the processing of claims to arbitration the Home Office will make arrangements with the company to finalize these procedures.

We have set out a displacement claim form which, we suggest, be utilized in submitting displacement claims to the company. The claims should be submitted to the Vice-President—Operations, with a copy to the employee's immediate superior. An additional copy must be forwarded to the Home Office, Legal Department. Upon receipt the Home Office will open a file and assist the claimant in processing the claim. A supply of these forms is available and can be obtained from the Legal Department.

This article is not designed to cover all possible Claimant situations. It is suggested that any member who feels he has been affected by the merger in any of the above categories contact the Home Office directly for advice which will cover the specific situation.

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TRAVEL SHORTCUT

Continued from page 10

appear that service between an airport and the center of population is likely also to be such a case. For passengers with origins and destinations in the outlying areas, however, the helicopter presents the same problems as any form of mass transit (multi-mode trips)."

The report does not answer this objection but, it would seem that a short addendum is in order. The young scheduled helicopter industry has not time to develop the number of heliports needed. Currently, the industry is doing everything in its power to stimulate heliport development toward an eventual system connecting urban areas with major cities and airports. Unquestionably, this network will come into being in due time.

The report makes clear this major point: Where the other modes of airport transportation are confronted by major obstacles to their efficiency, the helicopter has before it only minor hurdles, which will be cleared as service expands to new areas, as passenger frequency increases, and as new equipment enters service.

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Why plan your . . .

Continued from page 13

Q. My partner and I own a successful business. How can I arrange for my heirs to receive maximum benefits from my business in case anything should happen to me?

This can present a problem. Many times business interests of this kind have no well-established market value, and consequently there is the problem of establishing proper value. Whether you are in a form of proprietorship, partnership or close corporation, the problem still exists. Extensive and costly litigation wherein the government attempts to establish the value may result. This can be avoided by the creation of a binding buy-and-sell agreement, requiring the estate to sell its interest at a stipulated price or a price determined by a specific formula at the death of the present owner. That price would undoubtedly be honored for federal purposes provided there is a bona-fide arm's length agreement.

Where such an agreement does not exist, an unwarranted high valuation may be arbitrarily set for tax purposes based on some arbitrary government formula. Also the high cost of a prolonged conflict over the proper value (for federal estate tax purposes) emphasize the wisdom of planning ahead in this situation.

Q. I live in the South during the winter but have a home in New England which I use during the Spring and Summer months. Will my heirs have to pay an inheritance tax in both places?

Possibly. The United States Supreme Court has held that any state can claim you as a resident. So that if you have homes in two states you risk double domicile, and possibly double taxation.

The United States government collects estate tax only once, but every state has it's own estate or inheritance tax, and will make every effort to collect where it has a legal right to do so. It is important therefore, that you make certain that your residence (or domicile) is clearly established in one state, in order to avoid the possible duplication of state inheritance taxes.

Here is another way in which double inheritance tax can be claimed: Under present court decisions, a man living in one one who places property in the hands of a trustee in another state leaves the estate vulnerable to taxation of the property in the trust by both states. Consequently, laws of both states should be examined with respect to the tax action of intangible property. Here again the need for periodic consultation with your attorney is spelled out.

Q. Is there any advantage in disposing of some property while I am still alive?

Yes, there is. It is possible to reduce estate taxes and probate costs by transferring property during your lifetime. These gifts may involve—

1. Outright gifts to individuals.
2. Gifts in trusts.
3. Gifts of life insurance. (The 1954 Internal Revenue Code eliminated the premium payment rule and so it is now possible to give or assign by gift an existing life insurance policy or policies on your life to your wife, your children or others. Consequently, though you continue to pay the premiums, the life insurance policy will not be included in your estate for federal estate tax purposes at your demise.
4. A series of small gifts within the allowable gift tax exemptions.
5. Gifts to a domestic non-profit charitable or philanthropic organization devoted to religion, charitable or educational purposes. Such gifts are free of any gift tax and in addition provide an income tax deduction of up to 30 per cent of your adjusted gross income for the fiscal year in which they are made.

Conclusion

I have included here a sampling of questions that have been asked me in recent months. The answers given are of necessity of a general nature, since they are based on the sparse information contained in the question itself.

They are included for two major reasons. First to give you a rough idea of the scope and purpose of estate planning, and second, to stimulate your own thinking in that direction. Very often a discussion of this kind inspires ideas and suggests questions that you have not thought of until now, but are nevertheless highly pertinent in your own affairs. Certainly one of the rewards of a successful, fruitful life is the ability to pass on to our loved ones, and to the institutions and the charities that carry on the work we believe in, some of the material possessions that we have accumulated. It is sad, but true, that many men who have been ambitious and zealous in the accumlation of property during their lifetime fail to take the simple steps necessary to guarantee the transfer of possessions in a way that will provide the greatest benefits for their beneficiaries.

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To qualify you need a commercial pilot's license with an instrument rating; you must be a U.S. citizen, 21-28 inclusive, between 5'7" and 6'4" in height, and be able to pass a flight physical without waivers.

Write today for your United Air Lines Flight Officer Career Booklet. Give complete details regarding your qualifications.

Flight Officer Employment Section
UNITED AIR LINES
O'Hare Airport
P. O. Box 8775
Chicago 66, Illinois

UNITED AIR LINES

We Salute . . . Riddle Airlines

Galley of Riddle Airlines, Inc. DC 7-CF gives an idea of the luxurious interior of Riddle's "Clubliner" Trans-Atlantic passenger group charter service which has carried thousands this summer to foreign vacation lands. Riddle has ten of these convertible passenger-cargo type aircraft in military, charter and scheduled air freight services. Passenger charter flights are of major importance in company's diversified operations. The Riddle pilots joined our service March 1, 1959.

$25,000 Airline Pilot Occupational Disability Insurance*

(Cash, Tax Free — Non-Cancellable to Age 60)

This insurance will pay a pilot $25,000 cash, tax free, if he is permanently prevented from flying for his airline for physical reasons.

ELIGIBILITY:

- **If you have been employed less than 2 years you are eligible to join without a physical examination.**
- **If you have been employed more than 2 years, you may join by taking our physical examination from your company medical department or FAA examiner. If you use your FAA Doctor we suggest you apply before your next regular physical. We will pay the difference in cost between the class 1 and our more thorough examination.**
- **If employed over 2 years maximum age is 35.**

An additional $25,000 coverage is available to supplement the policy above.

- **UNITED STATES:**
  Aviation Insurance Agency, Inc.
  Atlanta Airport — Atlanta, Georgia
  CAPT. HARVEY W. WATT, Pres.

- **CANADA:**
  Aviation Insurance Agency (Canada) Ltd.
  P. O. Box 31, Islington, Ontario
  CAPT. W. M. BENSON, Exec. Vice Pres.

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Pilot Groups Insured

- Aloha
- American
- Bonanza
- Braniff
- Canadian Pacific
- Capital (UAL)
- Caribbean Atlantic
- Continental
- Delta
- Eastern
- Ellis
- Frontier
- Hawaiian
- Lake Central
- Mackey
- Mohawk
- New York
- North Central
- Northeast
- Northwest
- Overseas National
- Pacific Northern
- Pan American-Grace
- Piedmont
- Riddle
- Seaboard World
- Southern
- Trans-Canada
- Trans Caribbean
- Trans-Texas
- Trans World
- West Coast
- Western